Confidential

1052-54

File No. ANG 2052-I

See P.W. **DEPARTMENT**
K. ~~L.&E.~~ **BRANCH**

Subject:— Demands of the Hubli Electric Employees Union.

13
-1-
1950

I

File No. ANG 2052 4.

Std. Scott. Slip 24-B

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI.

No. Hubli, dated: 22-12-1952.

From:

The President,
The Hubli Electric Supply Employees Union,
HUBLI.

To

The Deputy Engineer,
The Hubli Electric Supply,
Public Works Department,
HUBLI.

Subject:- Demands of the workers.

Sir,

The demands on behalf of the Employees working in t Hubli Electric Supply, P.W.D., Hubli are as under:-

i) The Union be accorded recognition and be allowe enjoy the privilages available to a recognised Union.

ii) Conversion of Workcharged Establishment to Permanent Establishment, and the Employees covered by this conversion to enjoy all the benefits available to persons belonging to permanent cadre, such as allowances, Provident Fu leave etc.

iii) Fixation of Scales of Pay, to such of the staf as have not been fixed, and the arrears to be paid to such of employees who have been fixed from the same date on which the earlier batch of employees was fixed. i.e., 1-1-1947.

iv) Bringing into force a scheme of decasualisation and absorption into Permanent service such of the employees who have been on Temporary basis for a period exceeding six months.

Note:- The demands are not in any way new but what is sought by the demands is only a regularisation of previlages already granted to some employees, but in effect, is extending the same to all the employees.

It is requested that the demands be considered sympathetically and disposed off as early as possible.

Yours faithfully,

S. B. Desai

President.
The Hubli Electric S
ees Union, H

The Hubli Electric Supply Employees' Union, Hubli.

List of grievances of the members of the Union, which were discussed and framed at the Managing Committee Meeting held on 30-6-1952.

Since Government took over this Power House in may 1944, it is being run on Workcharged Establishment under Public Works Department. The employees here, are still, although eight years have passed, not availing of the legitimate facilities of a permanent Government Servant, viz.,earned leave, gazetted holidays, house rent allowances, provident fund etc.

This meeting deeply regrets for this unhappy state of - - affairs among the staff, and puts forth the following grievances of the members of this Union for immediate consideration and redressal.

1. Recognition of the Union. Inspite of series of - - - correspondences going on with the Government since one year requesting to recognise the Union, Government has not taken any step in any way of recognising the Union. Hence the Union brings pressure on Government hereby to immediately recognise this - Union.

2. Conversion of Workcharged Establishment to permanent Estb.

Staff of this Undertaking, must be taken on perranent - - Establishment form the present system of workcharged Establishment which is in force since nearly eight years, to enable its employees to avail of all the facilities of a bonafide Government servant.

3. Grant of Arrears of Pay. After the fixation of scales to the employees of this supply with effect from 1-1-47, in the - year 1949, all the members of the employees didnot get the - - benifit of the scales from 1-1-47. They got it from 23-12-49 whereas only a few persons availed of it with retrospective - effect from 1-1-47. By this the staff suffered a great loss. Therefore early steps should be taken to grant difference of arrears with retrospective effect from 1-1-47 to all the - - members of the staff (who are due) of this supply.

P.T.O.

4. Casual Labourers to be made permanent. There are some labourers on permananent basis, since more than three years but they are getting daily wages. Hence arrangements should be made to transfer such casual labourers on to the category of fixed and monthly rated cadre according to the seniority of service.

S.B. Desai

President,
The Hubli Electric Supply Employees Union, Hubli.

FORM VII.

(See Rule 27.)

Form of notice of Strike to be given by employee(s) in a public utility service.

Name of the Union : The Hubli Electric Supply Employees' Union, Hubli.

Address The Hubli Electric Supply Employees' Union, Hubli.

Dated the 22nd day of December 1952.

To
The Deputy Engineer,
The Hubli Electric Supply, P.W.D.,
Hubli.

Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby give you notice that I propose to call a strike on 6th January 1953 for the reasons explained in the annexe.

Encl:2.

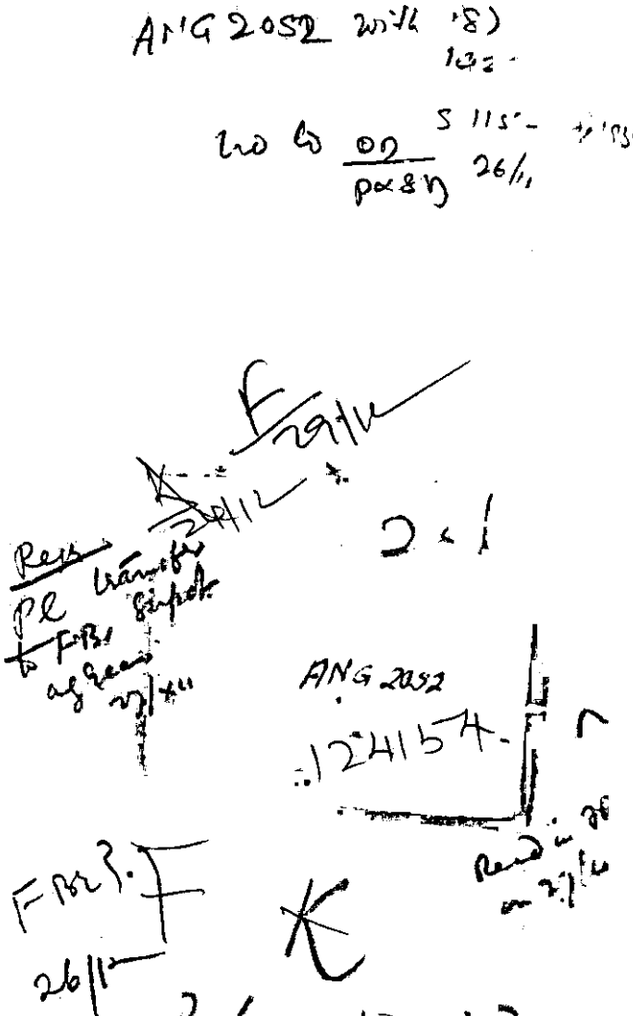
Yours faithfully,

S. B. Dwayn

PRESIDENT,
The Hubli Electric Supply Employees' Union, Hubli.

Copy to:-

1. Conciliation Officer, Bombay.
2. Commissioner of Labour, Bombay.
3. Secretary to Government, Public Works Department, Bombay.
4. Secretary to Government, Department of Labour, Bombay.
5. The Electrical Engineer to Government, Public Works Department Bombay.
6. The Executive Engineer, Bombay Electrical Division, P.W.D., Bombay.



ANG 2052/124154.

Public Works Department.
'P'

The Hubli Electric Supply Employees Union has served a notice on the Dy.Engr., Hubli Elec. Supply, under sub-section (1) of Sec.22 of the Industrial Disputes Act,1947, intimating that they propose to call a strike on the 6th January 1953. The reasons for which the strike is to be called are:

(i) Govt. has not recognised the Union inspite of repeated requests.

(ii) Work-charged estabt. should be converted into permanent estabt.

(iii) Benefit of refixation of pay should be given effect to from 1-1-1947 instead of from 23-12-49 as has been done.

(iv) Casual labourers should be brought on monthly rated cadre and should be made permanent.

+ fl. see notes at fl/s 13-14 N/s: ex I.C. No dng. upA.

2. All these questions have already been considered in the past and replies given to the Union. The position is as follows:

(i) Recognition of the Union: It is true that the Union has submitted a number of applications for recognition. They were however told that they must adopt the "model rules" prescribed by Govt. before recognition is granted. The Union, for reasons not known, is not prepared to adopt the model rules and insists that recognition be granted on the basis of the constitution already adopted by them. On the latest representation from the Union, to which reply is yet to be given, M.(Lab) has directed that the Union's request should be considered in the light of the instructions contained in G.R.;P & R.D. No.939/33(Fin), dt. the 17th September 1934. This is under examination along with the question as to whether the 'model rules' should be insisted upon and the papers are under u.o.r. to the D.D. and the P & S.D. since the 26th Nov.1952.

P. T. O.

(ii) & (iv). Conversion of work-charged estabt. into permanent: The Hubli Elec. Supply Undertaking was a limited concern before its administration was taken over by Govt. 8 yrs. ago. The Undertaking has for the past several years, been a subject of litigation between Govt. and the former proprietor and though all major issues of litigation have been decided the Undertaking is not yet free from all legal hurdles and some questions such as valuation etc. are yet to be decided. It is also doubtful whether the Undertaking will be permanently retained by Govt. as it is likely that after all the legal issues are settled, the Undertaking may be handed over to the Grid and ultimately to the State Elecy. Board when it is formed. It is also likely that when power from Jog Falls becomes available all the staff of the Undertaking will not be required. For all these reasons it was not considered feasible at this stage to involve Govt. in any permanent commitment by bringing the work-charged staff and casual labourers on the permanent estabt. The Union has requested that some casual labourers who are employed continuously for years together should be brought on the monthly rated cadre i.e. work-charged estabt. This was considered in the past and the Elec.Engr. had then stated that there were no persons on the muster Roll whose services are likely to be required from year to year. He stated that some labourers were continued on original works for a long time but their services would be terminated after the completion of the works. The Elec.Engr. had, however, assured that whenever vacancies on the work-charged estabt. occur, appointments will be made by a selection from among the casual labourers according to seniority.

+ P 43 + No. ARC Sub A

(iii) Retrospective effect to orders reg. revision of pay: In the B.C.S.(Revision of pay) Rules 1948 which revised the payscales of all classes of Govt. employees with effect from the 1-1-47, certain categories of employees in the Hubli Elec. Supply Undertaking were omitted. These categories were later reported by the Elec.Engr. and thereupon the designations of these categories were changed to those mentioned in the B.C.S.(Revision of pay) Rules, 1948, and they were given the pay-scales attached

+ P 92 S:W No 6919/3 - XV

attached to the posts in the Rules. These orders were however, issued on the 23-12-1949 and effect to the orders was given from that date while the B.C.S.(Revision of pay) Rules, gave revised pay with retrospective effect from 1-1-1947. The result was that these categories of employees got the benefit of revision from 23-12-1949 while their colleagues whose posts were included in the B.C.S.(Rev. of Pay) Rules, got the benefit of the revised pay with effect from the 1-1-1947. These employees, thereupon, represented and then case was supported by the Elec.Engr. but the proposal was not accepted by Govt. firstly because it involved an addl. expdre. of Rs.13,912 and secondly because the general principle of payment of salaries with retrospective effect to work-charged staff was not admissible as their pays are debited to works.

3. It will be seen from the above, that the grievances have already been considered by Govt. fully. As regards the question of recognition, this is under further examination and it may be possible to arrive at a settlement on that issue.

4. A copy of the strike notice has been endorsed to the Conciliation Officer and he will take steps to set up conciliation machinery. It is also understood that both the Elec.Engr. and the Ex.Engr., Bombay Elec.Dn. are at present on the spot at Hubli and will no doubt persuade the Union to desist from their decision to strike. The Ex. Engr. is expected to return to-day and will presumably report the developments to Govt. on arrival. This may be awaited.

30-12-52

2/AG/30.12.

30-12-52

Secy. Elec Engr should see immediately for remarks and discuss the case with Secy Com Jan in the strike day in the notice. 31/12

Letter to the El. Engg. to Govt. dt 31-12-51 ✓

with files 6919/36-XVI and ANG 2059

1 cd. 31/1

ELECTRICAL ENGINEER
TH[illegible]RN T
Inward No. 18842
Date 31-12-52
File No. LRM11
P. W. D., BOMBAY

Below U.O.R. No.ANG 2052/124154, dated the 31st December 1952, from Government in the Public Works Department.

No.LRM 11/ 13996 of 1953.
Bombay, 6th January 1953.

Returned with compliments.

2. The matter was personally discussed on spot with the Secretary and Vice-President of the Union who assured that the staff of the undertaking will not go on strike from the 6th instant as threatened.

The main grievances of the staff are:-

i) Recognition of their Union.

ii) Revision of pay scales of certain staff.

As regards their demand (i) above it may be stated that this question is already under consideration of Government. As regards item (ii) it is learnt that the Union is submitting its application for the revision of pay scales and this question will be considered on the receipt of the application.

Electrical Engineer to Government.

MAB/5/1/53.

12

P. W. D.

J. B.:-

Submitted with ref. to Secy's note dt 31-12-52

2. In view of the El. Engr's remarks overpage no action is necy. for the present Secy awaiting his proposals with regard to A; ~~overpage~~ of his note.

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P. W. D.
File No. ANG 2052
Serial No. 1685

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8.1.53 DS

The case cannot wait like this for an application, inviting ~~after~~ Union notice under S. 22 Ind. Disputes Act. This payscale question shd be examined by Elec Engr without delay & report sent to Govt.

Secy
9/1 over to the El. Engr. & Cat. 8

13

No.1344

The Hubli Electric Supply, P. .I
Hubli, 11th January 1953.

To

The Executive Engineer,
Bombay Electrical Division,
P.W.D.Bombay.

EX. ENGR., ELEC. DN.
P. W. D., BOMBAY.
Inwd. No. 12782
Date 14/1
File No. Hubli

13 JAN 1953

Re: The Hubli Electric Supply Employees Union.-
Notice of Strike.

Sir,

With reference to your letter No.10080 dated 6th Jany. 1953, I have to state that the Conciliation Meeting was held on 9th January 1953 at about 4.00 P.M., in the Municipal Office, Hubli, before the Conciliator Officer, Shri.G.K.Dhutia, B.A.(Hons.)LL.B., and the following information was supplied to him regarding the 4 demands of the Union. The Union President has filed his written statement with the Conciliation Officer, and a copy given to this office; the same is sent herewith for your perusal.

Recognition of the Union:- "The model rules of the Union are being revised by Government, and a copy thereof will be sent to the Union for review and approval, direct by Government, and the proposal also for the recognition for the Union has already been submitted to Government by the Executive Engr. Bombay Electrical Division, P.W.D.Bombay, through the Electrical Engineer to Government, P.W.D.Bombay."

Conversion of Work-charged Establishment into a Perranent Establishment.:-"As regards permanency, so long as the Concern is under the charge of Government, the question will be dealt with by Government, as is done in other cases, and that no victimisation will be made ".

Fixation of Pay-scales and grant of difference of arrears:- "Regarding pay-scales, the cases of persons are being reviewed, and the Union President is requested to make a separate application regarding the revision of pay-scales of certain members of the staff, and the Executive Engineer, Bombay Elec Division, P.W.D.Bombay, has assured of doing the needful in the matter".

In this connection, I have to state that, as regards separate application, item No.3, on page 2 (with statements attached) of the written statement of the Union, is self-explanatory, for consideration of the above point. The President of the Union insisted on that this matter is pending since considerable length of time, and that it should be decided within a month. The Conciliator has granted one month time for final decision in the above matter, and the last date is fixed, as 9.2.1953. The same may please be expedited.

Decasualisation of Labour:-"The casual labour is employed for the execution of original works only, and as soon as the original works are completed, we shall not be able to provide any work for these people. However, it is decided that they should be absorbed on Work-charged establishment, according to seniority, as and when any vacancy occurs, in the work-charged establishment".

As regards the statements attached to the written

written statement of the President of the Union, I offer my remarks thereon as under:-

Statements Nos.I & II:- No remarks are necessary.

Statement No.III:-This statement shows the number of persons to whom fixation of revised pay-scales was not given with the retrospective effect i.e. from 1.1.1947. Their grievances appear to be genuine, and may be favourably considered.

Statement No.IV:-The persons listed therein, were on Daily wages before 1.7.1949. According to Electrical Engineer to Government, P.W.I.Bombay, they have been promoted to Work charged establishment with effect from 1.7.1949, in the revised pay-scales only. These people, therefore, cannot get the benefit of fixation with effect from 1.1.1947 on any account, as demanded by the Union.

Statement No.V:- The above remarks on page 1, para 6, regarding decasualisation of labour, hold good in this case.

Encl:1 Statement of the Union.

Yours faithfully,

Deputy Chief Engineer,
Public Electric Supply, W.M.

No.10730 Q 19-1-53

forwarded with compliments to the Elec. Engr. to Govt. P.W.D. Bombay, for information & necessary action in continuation of this office endorst. No. 10081 Q 6-1-53

ELECTRICAL DEPARTMENT
Rly. No. 20524
Date 21-1-1953
File No. LRM II
BOMBAY

Executive Engineer,
Bombay Electric Division I
P. W. D. Bombay.
18.1

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION (REGD.) HUBLI.

Points to be discussed regarding the demands of the Union before the Concilation which will be held on 9th January 1953 at 3.30. P.M. at Muncipal Hall Hubli.

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1. Recognation of the Union.

This Power-House being maintained by the Government, it is advantageous for the Union of the employees therein to be recogn--ised by the respective department, to make way for direct negoci--ation with the employer regarding the smooth working of the - - concern, and general welfare and safty of the members of the - - staff in the day today administration. Horever, this was necessi--tated by the non-compliance with some of our grievances which were made after the registration of the Union, by the department, only with the reason that the Union is not recognised. Then when we applied for the recognation of the Union, they sent us a copy of the model rules suitable for judicial department, to adopt for our Union which was quite contrary to the principals of an indust--rial Union like ours. Hence no action is taken as yet in way of recognation, even after ~~marimu~~ series of correspondance since a year or so. By this, a long standing demands of the Union could not be settledearly, which brought us to this stage.

2. Conversion of workcharged establishment into a permanent esta--blishment.

This power house was taken by Government in the year 1944. Before that the members of the staff many of whom are still work--ing here were in the most pitiable state of afairs, getting a paltry sum for the maintenance of themselves and their family and they had no security of service. All the workers looked with - - ardent hopes while the Government tookover the power house. But to their ill-luck, even after 8 years since Government tookover the charge, still, they are in the same unsecured condition, without any benifit of a bonafide Government servant. The reason or the excuse that may be put forth by the department is that, this concern being still in litigation and it is kept under work--charge establishment. But the workers, by whose efforts this - - concern is ~~fetching~~ fetching a good amount of income, are not at all responsible for the litigation.

Contd.....

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contd.....

They must get what they need and deserve. They have to demand the same thing to the employers who ever may be in the status of an employer. As Government servants, the employees are not getting - the admissable house rent allowance, they are unable to get the benifit of pension, providentfund, accumulative earned leave etc. The reason may obviously be putforth, that this is under work--charged establishment. Certainly, it is not the fault of the - - workers. They should not be put to the loss of all these benifits, as they are working actually under a permanent Government depart--ment. Hence it is necessary to convert this Undertaking into a permanent establishment of the Government.

8. Fixation of pay scales and grant of difference of arrears.

Even after Government tookover charge of this power house in the year 1944, the condition of the employees didnot im--prove satisfactorily. They were compelled to work hard under com--mercial service Act in their same old distress. There was no fixed scale of pay to any member of the staff & till 1948, when G.R.No. 6537/33-1 dated 15-1-48 was issued revising the pay scales of - Government servants of all the departments. The same G.R. was - - applied to this power house also. But here, some sort of unnecess--ary complications were created by changing old designations and nature of their work of many of their employees by which fixation of Pay scales to them was much delayed i.e. nearly for 2 years - which was unwanted and illogical on the part of the Government. After some changes another G.R.No. 6969/33 dated 23-12-49 was - - issued sanctioning the changed statement. The most injustice and sever shock that was thrown upon the employees was, that it was made applicable from the date of the latter G.R. instated of from the date which was mentioned in the previous G.R. i.e. from 1-1-47. If the latter G.R. had to be issued sanctioning the changed state--ment, what was the necessity to make such unwanted changes in the designations etc. from the previous statement? Even after such - - changes were made what was the objection for fixing the scales - - from 1-1-47? and why it is made? The innocent employees cannot at all tolarate to bear the loss which is sheerly the result of .....

contd.

departmental red tape. When there is a clear order that the pay pay scales of all the Government servants should be fixed uni-formly with effect from 1-1-47 nothing can obstruct those employ-ees from getting their scales with effect from 1-1-47. Otherwise it will be a sort of discrimination amongst the Government - - - servants which would be very unpleant.

Out of these distressed persons some got the scales - - from 25-12-49 and others got with effect from ~~1-1-47~~ 1-1-49. The latter, although their designations and nature of work were of a permanent type, were getting their salaries on daily wages system even after the Government took over the power house and before the pay scales were applied. Government, after taking over charge of power house should have fixed the salaries of these people on - - monthly basis, as the very nature of their work shows that it is of permanent type. Hence it is not the fault of these employees that they cannot be given the benifit from 1-1-47 as they were on daily wages. So when pay scales were applied uniformally to all the staff, there ought have been no discrimination of any kind regard-ing this. However responsibility of the whole staff is greatly increased by the instalation of more new engines in the power house. Hence naturally, the members of the staff should be kept well contented in that proporation.

4. Requisition of certain labourers.

Some of the labourers of the power house are still - - working here for years together on daily wages. Though they are taken up to cope-up with the increased extra work, the nature of their work seems to be of a permanent type. And it is impracticable to keep such workers on daily wages for a longer time like this. They ought to get the benifit of monthly rated category, as long as permanent type of work is taken by them. However the work in this establishment seems to be increasing day by day, with the increase-ase distribution of energy. Hence those workers who are already in service and have some experience should also be given the - - benifit of salary, of monthly rated category.

S.B. Dwarm

I. List of Members who have got benefit of Revision of Pay Scales from 1-1-1967

1	Sri. P. B. Hillikeri	1942	Clerk	29-32	Clerk	116-3-85 EB 4-105	Cjrt. the Arrears
2	" P. M. Padoshi	1947	"	30			
3	" L. B. Gujar	1940	Cash Clerk	36	Cashier	175-5-140 -10-150	
4	" M. P. Kulkarni	1931	Draftsman	87	Tracer	146-3-85	
5	" N. B. Patkar	1946	Cooly	0-7-0 P.D.	Peon	30-½-35	

II. List of Members who are newly appointed on revised Scale

	G. Degaonkar	1949	Cooly	0-7-0 P.D	Peon	30-½-35	
2.	N. M. Shikare	1949	Water Reader	146-3-85	Water Reader	146-3-85	
3.	G. K. Dixit	1950	S.B. Operator Junior Grade-I	52-3-85	S.B. Operator	52-3-85	
4.	S. L. Kulkarni	1951	Store Keeper	70-5-150	Store Keeper	70-5-150	
5.	P. Anand	1951	Clerk	55-3-85 -4-105	Clerk	55-3-85	
6.	B. Hanumanta Rao	1949	"	"	"	"	
7	R. K. Narayan	1951	Peon	30-½-35	Peon	30-½-35	
8	C. S. Naik	1950	Elec. Super	100-12-208 Vide 12-352	Elec. Supr	460	
9	M. Halapur	1949	Eng. Cooly	1-8-0 P.D	Fireman	30-½-35	
10	S. J. Kadam	1950	Fireman	40-1-50	Fireman	40-1-50	

Permanancy

III. List of Workers who got the revision of Scales from 23-12-1949.

1	Sri S.R. Hulsogi	1938	Head Clerk	47	Senior Clerk	92-8-140		
2	" B.M. Belliappa	1941	Line Inspector	41	Line Foreman	80-4-120-5-150		
3	" G.D.O'Kelley	1946	Mech. Supvr.	135	Mech. Asstt.	150-10-270		
4	" I.I. Bangera	Before 1942	Eg. Driver	82	Elec. Mech.	92-4-100-5-120		
5	" J. Brageza	1947		82				
6	" R.A. Daniel	1933	Eg. fitter	24|8|-	Asst. Fitter	55-3-85		
7	" S.S. Purit	1943	Asst. Eg. Dr.	31	Eg. Driver	60-4-100	55-3-85. (23-12-49 45 on-account 50).	
8	" R.J. Jadhav	1941	"	24|8|-	"	"	46-3-85. (23-12-49 45 1-4-50.	
9	" P.B. Kadam	1937	"	24|8|-	"	"		
10	" R.N. Doddamani	1937	"	24|8|-	"	"		
11	" B.L. Ramdurg	1932	S.B. operator	24|8|-	S.B. operator	55-3-85 40-1-50.	From 23-12-49 45 will Posting By U.W.M.D.	
12	" R.J. Nakab	1937	"	23|8|-	"	40-1-50		
13	" K.J. Ratnam	1934	Cable Jointer	33	Elec. Fitter	55-3-85		
14	" H.R. Agadi	1948	Wireman	27	Wireman	"		
15	" B.A. Savanoor	1928	Asst Eg. Dr.	24|8|-	Porter	1-10-0 P.D		
16	" K.J. Bestar	1926	Asst. Lineman	21|8|-	Wireman	55-3-85		
	A.L. Jadhav	Before 1944.	Lineman	32|-1-	Wireman	52|-1-	Left service in 1948.	
18	" K. Krishnarao	1947	S.B. operator	30|-1-	S.B. operator	40|-1-	—Do—	

The above are due for difference of Arrears from 1-1-1947.

Permanency.

IV List of Members whose Pay Scales were fixed from 1-7-1949 being changed from Daily wages.

1	Sri: H.B. Waddar	1933	Eng. Cooly	0-13-0	Oilman	40-1-50-2-70	
2	" H.B. Pujar	1946	"	0-13-0	"	30-½-35	
3	" W.C. Joshi	1945	"	0-13-0	"	"	
4	" P.K. Chavan	1945	Blacksmith	1-4-0	Blacksmith	45-1-50	
5	" R.M. Nikkam	1946	Machanic	1-8-0	Turner	55-3-85	
6	" R.C. Pawar	1945	Cooly	0-13-0	Pump Attendant	40-1-50	
7	" K.S. Ballary	1948	"	1-0-0	Mazdoor	30-½-35	
8	" N.G. Alapur	1948	"	0-10-0	"		
9	" M.T. Shiggaon	1941	"	0-10-0	"		
	M.N. Valshetty	1950	"	30-½-50	"		
11	" A.M. Mushrooti	1938	Eng. Cooly	0-13-0	Oilman	40-1-50-2-70	
12	" Hanmanna Bhoy	1946	Sweeper	0-7-0	Sweeper	30-½-35	
13	" A.U. Gokak	1946	Cooly	0-10-0	Mazdoor	"	
14	" N.G. Reddy	1943	"	1-0-0	Eng. Mazdoor	"	
15	" S.A. Bevikal	1947	"	0-10-0	Watchman	"	
16	" N.L. Yakkundi	1947	"	1-0-0	Mazdoor	"	
17	" R.M. Jalwar	1941	Shed Cooly	0-8-0	Shed "	"	
18	" B.B. Chalvi	1929	Eng. Cooly	0-15-0	Eng. Fitter	55-3-85	
19	" A.D. Boyati	1945	"	0-7-0	Eng. Mazdoor	30-½-35	
20	" A.T. Bajantri	1949	Line Cooly	1-4-0	Line Cooly	"	
21	" L.N. Rane	1946	W.Shop "	1-4-0	W.Shop Cooly	"	
22	" John Jacob	1950	"	1-4-0	"	"	
23	" Siddappa Bagali	1948	Line Cooly	1-4-0	Eng. Cooly	"	

The above members are due for fixation from 1-1-1947

Permanancy

IV List of Members whose Pay Scales were fixed from 1-7-1949 being changed from Daily wages

1	Sri: H.B. Waddar	1933	Eng. Cooly	0-13-0	Oilman	40-1-50-2-70
2	" H.B. Pujari	1944	"	0-13-0	"	~~53-3-85~~
3	" W.C. Soni	1945	"	0-13-0	"	
4	" P.K. Chavan	1945	Blacksmith	1-0-0	Blacksmith	45-1-50
5	" R.M. Nikkam	1946	Mechanic	1-8-0	Turner	53-3-85
6	" R.C. Pawar	1945	Cooly	0-10-0	Pump Attendant	40-1-50
7	" K.S. Ballary	1948	"	1-0-0	Mazdoor	30-½-35
8	" N.G. Hiapur	1948	"	0-10-0	"	"
9	" M.T. Shiggaon	1941	"	0-10-0	"	"
	M.N. Vaishetty	1950	"	30-½-50	"	"
11	" A.M. Mushrooti	1938	Eng. Cooly	0-13-0	~~40-1-50-2-70~~ Oilman	40-1-50-2-70
12	" Hanmanna Bhaji	1944	Sweeper	0-7-0	Sweeper	30-½-35
13	" A.U. Gokak	1946	Cooly	0-10-0	Mazdoor	"
14	" N.G. Reddy	1943	"	1-0-0	Eng. Mazdoor	"
15	" S.J. Bennikal	1947	"	0-10-0	Watchman	"
16	" N.L. Yakkundi	1947	"	1-0-0	Mazdoor	"
17	" R.M. Jalwar	1941	Store Cooly	0-8-0	Store "	"
18	B.B. Chalvi	1929	Eng. Cooly	0-15-0	Eng. Fitter	53-3-85
19	" A.D. Bojaki	1945	"	0-7-0	Eng. Mazdoor	30-½-35
20	" A.T. Bajantri	1949	Line Cooly	1-4-0	Line Cooly	"
21	" K.N. Kore	1946	W.Shop "	1-4-0	W.Shop Cooly	"
22	" John Jacob	1950	"	1-4-0	"	"
23	" Siddappa Bagali	1948	Line Cooly	1-4-0	Eng. Cooly	"

The above members are due for fixation from 1-1-1947

Permanancy.

THE HUBLI ELECTRIC SUPPLY COMPANY'S EMPLOYEES' UNION(REGD.) HUBLI.

Statement showing the approximate amount of arrears to be received by the persons (employees) with effect from 1-1-47

1.	Shri. S.R.Kulkarni.	Rs. 3,500-0-0.
2.	Shri. D.M.Dellinger.	Rs. 000-0-0.
3.	Shri. G.D.O.Kelly.	Rs. 15000-0-0.
4.	Shri. I.I.Dongaon.	Rs. 000-0-0.
5.	Shri. F.Pudgaum.	Rs. 000-0-0.
6.	Shri. R.A.Bhandal.	Rs. 1,500-000.
7.	Shri. O.S.Pundit.	Rs. 1,000-0-0.
8.	Shri. R.Y.Sathay.	Rs. 1,075-0-0.
9.	Shri. P.B.Kadam.	Rs. 1,000-0-0.
10.	Shri. R.N.Deshmukh.	Rs. 1,075-0-0.
11.	Shri. B.L.Kamlapur.	Rs. 000-0-0.
12.	Shri. R.Y.Bokil.	Rs. 000-0-0.
13.	Shri. R.J.Rotten.	Rs. 1,000-0-0.
14.	Shri. H.R.Ayachit.	Rs. 000-0-0.
15.	Shri. B.A.Savnur.	Rs. 500-0-0.
16.	Shri. H.C.Deotar.	Rs. 1,500-0-0.
17.	Shri. A.L.Jathay.	Rs. 003-0-0.
18.	Shri. A.Krishna Rao.	Rs. 350-0-0.
	Total:	Rs.10,000-0-0.

33

Immediate

Below U.O.R.No.ANG.2052/~~124154~~ 1685 dated the 9th January 1953, from Government in the Public Works Department. p. 12

No. LRM.11/ 15673 of 1952-53.

Bombay, 24th January 1953.

Returned, with compliments.

2. The question of granting arrears of pay to certain staff at Hubli has already been fully explained in the letter of the Deputy Engineer, Hubli, (enclosed).

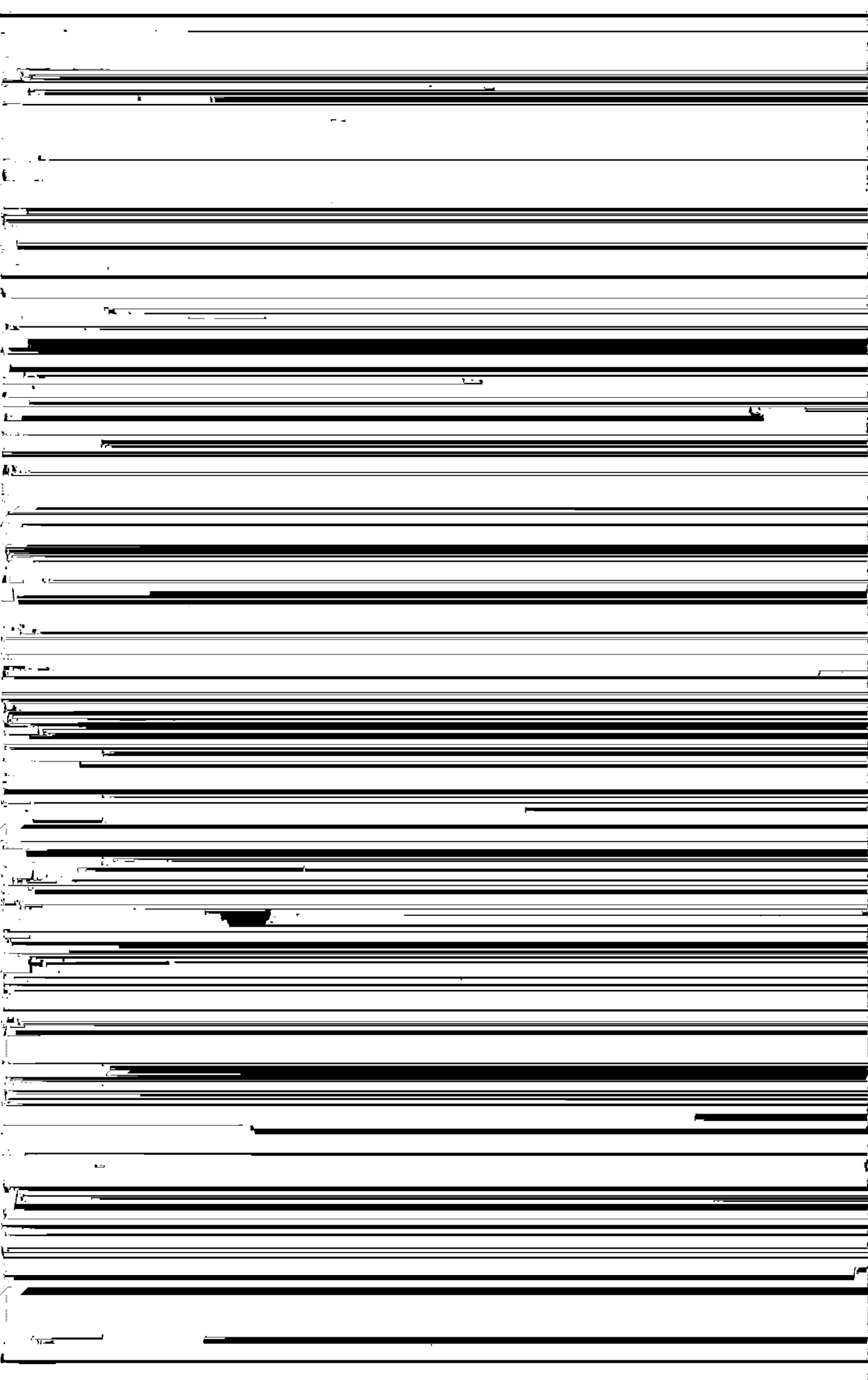
3. It may be pointed out that the nature of work that the staff was doing from 1-1-1947 to 23-12-1949 has not changed and the arrears are due to them.

Electrical Engineer to Govt.

P/24/1.

F
24/1

F. W. D.
File No. ANC 2058
Serial No.
9710
F



is not eligible for fixation of their pays from 1-1-47 as demanded by the Union.

Thro: [redacted] XBx

28/1/53

Rej: re;

5/- The expdr involved can be met from savings now available in sanctd grant under "41."

D.S. (P.E.E.)

Secy

u.o.

28/1/53

28/1/53

ver to P.D. dt 29-1-53.
(Cntl. file No. 6919/36-XVI Pts IX & XI)

29/1/53

ka.28/1.

FINANCE DEPARTMENT
File No. VIII
Date 30.1.5330/11
Serial No. 36983

Finance Department VIII.

These papers have been submitted to this Dept. with reference to the proposal made in para 4 of the P.W.D. note overleaf. Attention is requested to para 2 of the P.W.D. note dated 9.5.50 in the P.W.D. file 6919/36 XVI. The P.W.D. itself turned down the Elec. Engr's proposal as it involved considerable addl. cost. Moreover, the payment of salaries with retrospective effect to work-charged staff was not possible as their pays was debitted to 'works'. The difficulties pointed out by the P.W.D. still hold good . However, as we already departed from the general principle and revised the pay with retrospective of certain posts of the work charged establishment for whom correspond-ing scales for permanent and tempy. establishment exist, it is reasonable that retrospective effect should be given to the orders sanctioning revised scales to certain posts of

Δ p. 15/NS
Pwd file below

work-charged.....

work-charged estab. for which no corresponding scales then existed. In view of the anomalous position as explained at 'A' of the P.W.D. on p.35 ante of the P.W.D. proposal may not be agreed to. It is not clear why there should be difference in extra cost of Rs. 13912/- shown in the statement accompanying the Electrical Engr's letter dated 2.5.50 and the extra cost of Rs. 18,990/- reported now. The P.W.D. will please check up and reconcile the discrepancy if any.

Put file below

Rs 7/2/53. 2 do may be made clear in the orders when the extra cost should be met from the current year Sanctioned grants.

at Desai Thy V

D.S(S)

AS(S) may M. See + discuss today at 3 pm

9/2/53

The Bombay Civil Services (Revision of Pay) Rules, 1948, are applicable to such of the members of the work-charged establishment as are equivalent in designation to the members of the regular establishment and, for whom corresponding scales of pay exist for permanent and temporary establishment - vide para.7 of G.R., P.W.D. No. 6818/36-IX, dated 1-4-1949. Therefore, the pays of such work-charged establishment will be fixed with retrospective effect from 1-1-47, as in the case of regular establishment whose pay-scales were revised with effect from 1-1-47 under the B.C.S.(R of P)Rules,1948. These rules are not applicable

* Flag D 6818/36-IX dt 17-2-13

o/c to PWD 6818 . 1 IX letter.

applicable to the other work-charged estt. whose posts have not been treated as equivalent to the regular establishment posts. Hence their pay is not to be fixed under the provisions of B.C.S.(R of P) Rules, 1948.

2. Most of the members of the work-charged establishment of the Hubli Electric Supply Undertaking did not hold posts equivalent to the corresponding posts in the regular permanent or temporary establishment. They were engaged on comparatively lower pays than those admissible to regular establishment. With a view to apply the revised scales of pay to this class of work-charged estt., the Electrical Engineer to Govt. recommended in July 1949 that their designations should be changed and they should be made eligible for the scales of pay prescribed for corresponding permanent or temporary posts with effect from 1-1-47. The designations of the posts were then changed and revised scales of pay were sanctioned for them for the first time under G.R.,P.W.D.No.6919/36, dt.23-12-49.

3. It is the general policy of Govt. not to give retrospective effect to any proposals for revision of pay. This is in accordance with the rule 333-A of the Financial Rules of Govt.. It is true that an exception was made when the general revision was sanctioned in January 1948. That was done under special circumstances. Government had already declared at an early stage that the revision of pay scales would be given effect from 1-1-47, whatever might be the delay on the part of Govt. in issuing the final orders sanctioning prescribed scales of pay. There was no such guarantee given by Govt. in respect of the work-charged estt. working under the Hubli Electric Supply Undertaking. As a matter of fact, no such guarantee could be given as the members of this Co. were not recognised as holding posts similar to those on the regular establishment. The change in

designation ---

designation of the posts ordered in 1949 was itself a concession and the sanctioning of a scale of pay was an improvement over the fixed pays which they were drawing before Dec.1949. Even in the case of regular employees of Govt. whose pay scales were for some reason or other, not revised at the time of general revision, they are given the benefit of B.C.S.(R of P) Rules,1948, with effect from the date of issue of orders and not allowed to draw arrears of pay with retrospective effect from 1-1-47. There seems therefore no justification for extending the benefit of revised scales of pay to the work-charged estt. in the Hubli Electric Supply Undertaking from a date earlier than that on which they were recognised by Govt. to be holding posts equivalent to the similar posts in permanent or temporary estt.. The scales of pay become applicable to the incumbents of the posts only after they are recognised as corresponding posts of the permanent or temporary estt. of Govt.. Hence the scales of pay sanctioned for the posts mentioned in G.R.,P.W.D.,No.6919/36, dated 23-12-1949 should take effect from 23-12-1949. Incidentally, it may be noted that Govt. did not give retrospective effect to certain work-charged establishment in the P.W.D. for whom revised scales of pay were sanctioned under G.R.,P.W.D.No.6919/33 dated 11-12-1948.

4. In the circumstances, F.D. may advise that there is no case for giving retrospective effect to the fixation of pay of the incumbents of the posts whose designations were changed in 1949 and for whom scales of pay were prescribed under G.R.,P.W.D.No. 6919/36 dated 23-12-1949.

14.2.53.

41

MOST IMMEDIATE.

No.LRM 11/ 17797 of 1953.
P.W.D. Offices, Churchgate Street,
Fort, Bombay(1), 23rd February 1953.

To

The Chief Engineer,
Public Works Department,
Bombay.

Subject:- The Hubli Electric Supply Employees' Union -
Notice of strike from the -

P33

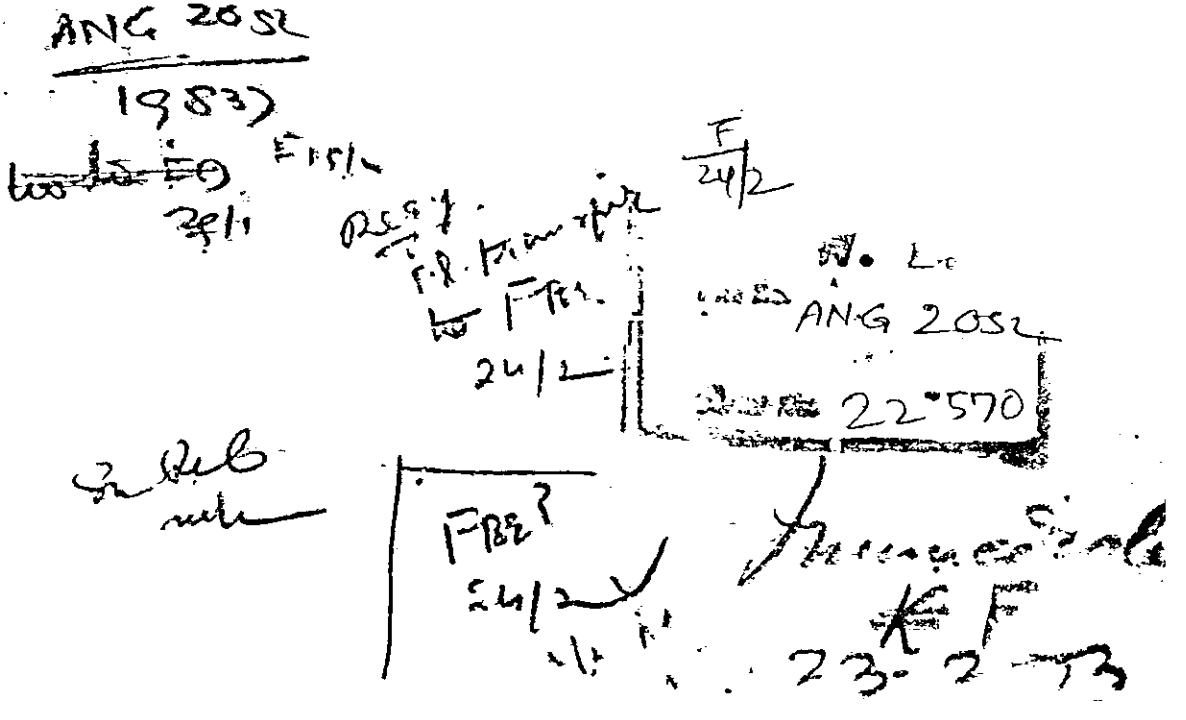
A reference is invited to this office endorsement No.LRM 11/15673, dated the 24th January 1953 and it is requested that Government may please be moved to issue immediate orders in the matter. The Conciliation Officer, Bombay has been requested by the Executive Engineer, Bombay Electrical Division Bombay to extend the period of conciliation by 3 weeks more from the 10th February 1953 and no further extension in the period of conciliation is likely to be granted after the present extension period is over. Under the circumstances it is requested that immediate orders in the matter may please be issued.

Electrical Engineer to Government.

MAB/21/2/53,

23/2/53

42



considerably by the revision of payscales, looking to the meagre salaries drawn by them under the Coy. He may also be requested to impress upon the Union that in case of all work-charged persons where pay-scales have been subsequently revised, it is the policy of Govt. not to give ~~retrospective~~ retrospective effect to the pay-scales. The revised pay-scales become applicable to the incumbent of the posts after they are recognised as corresponding posts of the permanent and tempy. estabt.

25/2/53

KSN.
25-2-53

In effect we are turning down all demands, except "recognition of union" which is under reference to DD & RSD. Since this is a public utility concern, Govt. may have to be prepared (1) either to handle a strike if any such comes off or (2) to face adjudication. The former seems the proper alternative. Perhaps D.D may see us before Elec Engr is advised as proposed. M/s shd also be shown the case before issue (after words).

D.S. 26/2/53
27/2
Secy.

Work to D D. 27-2-53.

Development Deptt.
H.

DEVELOPMENT DEPARTMENT
PWD HNG 2052/12445+bill
File No. 6919/36-XVI
Serial No. HH 15695 6919/36-IX
Date 27/2/53 6919/36 XI

The Hubli Electric Supply, Hubli, was a limited concern before its administration was taken over by Govt. about 8 years ago. On behalf of the workmen in that undertaking, the Hubli Electric Supply Employees Union, served a notice under section 22 of the Industrial Disputes Act 1947 intimating that it proposed to call a strike

from.....

adjudication under the Industrial Disputes Act 1947, and leave the merits of the case for the Tribunal to decide, it seems that the Union may take the workers on strike and since the Hubli Electric Supply is a public utility concern, the public which will be greatly inconvenienced, might blame the Government. With these remarks these papers may be returned to the Public Works Department.

MD
5/3/53

The union has given a notice of strike under sec 22 of I.D. Act, 1947 and the dispute has been taken in conciliation. Conciliation may fail if rising of the demands are conceded, as the P.W.D. in fact, proposes to do; and the matter will then come up to Govt. for decision whether the dispute should be referred for adjn. or not. B.S. M.S.

The Hubli Electric Supply, Hubli is a public utility concern under the I.D. Act (sec 2(n)) Consequently, it would be obligatory on Govt to refer the dispute for adjn. under sec. 10 (1) unless it considers that the strike notice under sec 22 of that Act has been frivolously or vexatiously given or that it would be expedient to do so. It seems adjn. can be refused on the ground of mismanaging, if Govt comes to the conclusion that the demands cannot be conceded and it is not expedient to grant adjn. The term "expedient" is wide enough to justify refusal to grant adjn. But in that case, the P.W.D. may have to face the probability of strike and of public criticism if it materialises and also make arrangements for power supply during the strike. Hence it is for Govt to decide whether strike should be referred to adjn. But that issue will come up when conciliation fails and the matter comes up to Govt in D.D. for considering the question of adjudication.

The P.W.D. may also be advised to communicate

M/- 5.3.

47

to the Elec. Engr. the reasons for not conceding the demands of the workmen, in sufficient detail so that they can be placed before the Conciliator (of the Union) and included in his report, which may be sent to this Deptt. for considering the question of adjudication

6/3/53

6/3

6/3

BQ 6/3

Secy

U.O.S. to P.W.D. dt. 7/8/53

with files
6919/36 XVI
6919/36 IX
6919/36 XI

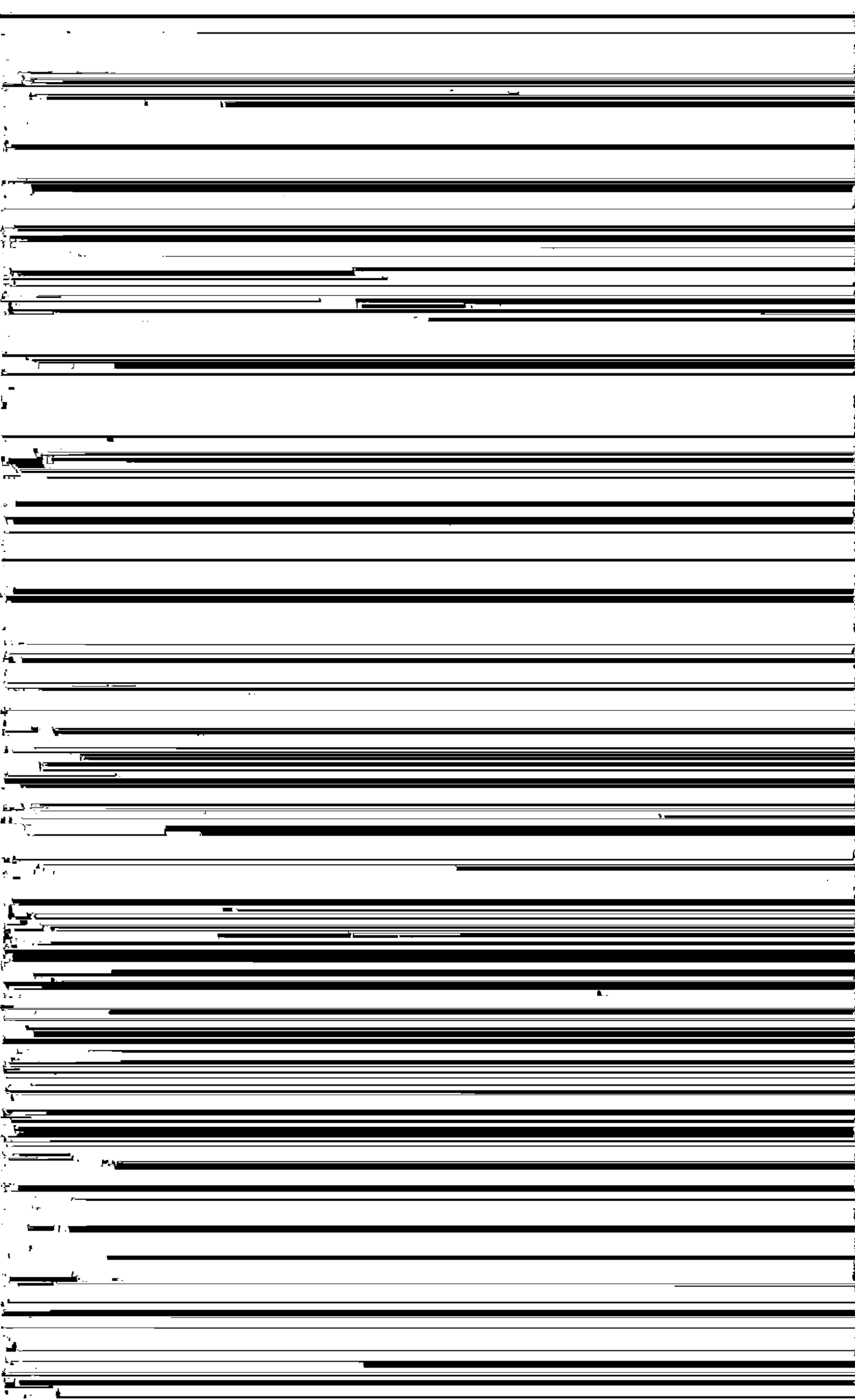
Sr Rub 10/3

3 & A

F 9/3 P. W. D.
File No. AN6205 2
Serial No. 2824 Aug/53

F

7-3-53



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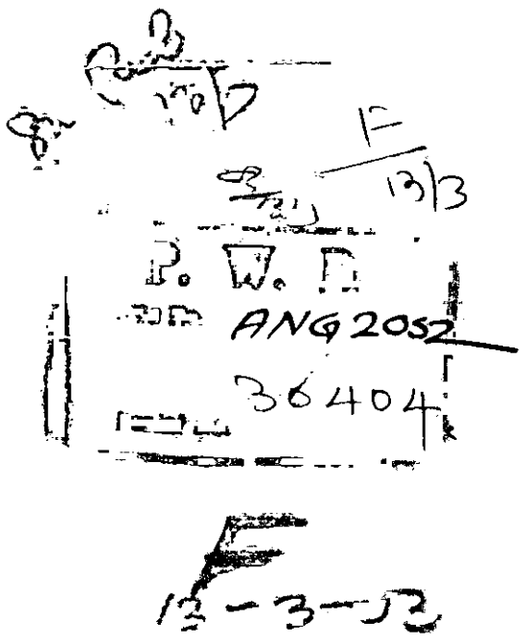


13-3-52

ANG 2052/28241

L.W.D.

The Hubli Electrical Supply Employees Union has served Govt. with a notice (P.5) of their intention to go on strike, if the following grievances are not considered favourably:-

(1) Recognition of the Union.

(2) Conversion of work-charged posts into permanent ones.

(3) Fixation of pay of work-charged persons with retrospective effect

(4) Decasualization of Labour.

The above questions have already been examined in detail and it has been decided to turn down all requests except the one pertaining to the recognition of the Union, which is under consideration - vide office note, (pp.43-44) dated the 25-2-53.

2. The D.D. has advised that as conciliation will fail as all the demands of the Union are being turned down, the Union is likely to serve a fresh notice of strike under Section 22 of the I.D. Act. In that case it would be obligatory on the part of Govt. to refer the dispute to adjudication unless it considers, that strike notice has been frivolously or vexatiously given or that it would not be expedient to do so. The D.D., however, states that adjudication can be refused on the ground of inexpediency, but in the event of the workers going on strike, this Deptt. will have to face public criticism and arrange for the supply of power. As already pointed out in the office note, dated the 25-2-53, (pp.43-44) why the demands cannot be conceded to, there seems no other alternative but to be prepared for a strike. As advised (pp.44-47) by the D.D., the Elecl. Engr. may be informed in detail why Govt. cannot concede to the demands of the workers, so that he can impress upon the Conciliator and the Union. In the meantime, the Elecl. Engr. may be requested to make arrangements for the immediate transfer of essential staff that would...

Letter

No. WNG 2052 F-I.

Public Works Department,
B. C. (Bombay No. 1),
18th ~~March~~ April 1953.

To

The Electrical Engineer to Govt.

Subject: Demands of the Hubli Electric Supply Employees' Union.

Reference: Your letter ~~endorsement~~ No. LRM 11/~~15973~~ 17797, dated the ~~24-1-1953~~ 23-2-1953, P.41

2. I am directed to convey the following orders of Govt. on the demands of the Hubli Electric Supply Employees' Union:—

(1) Recognition of the Union: The Union was requested to ~~recast~~ recast its constitution in the light of the 'Model Rules'. The Union has not done this so far. The question whether the existing constitution of the Union should be recognised or whether it should again be asked to recast its constitution is being examined and orders in the matter will be issued as soon as possible.

(2) Conversion of work-charged posts into permanent ones:- The Hubli Elec. Supply Co. was a limited concern prior to its administration being taken over by Govt. and has been a subject of litigation for the past several years. As the future of the power House has not yet been settled and as it is not certain whether it would be permanently retained by Govt. or handed over to the Grid or to some other body, Govt. cannot ~~[illegible]~~, enter into any permanent commitments in respect of the staff at this stage. In the circumstances the question of converting the work-charged posts into permanent ones cannot be considered for the present. The Union may be ~~continued~~ informed accordingly.

(3) Fixation of pay of work charged persons with retrospective effect:- With the revision of the pay-scales and change in designation ordered by Govt. in Govt. Resln. No. [illegible], dt. the 23rd Dec. 1949, the work-charged staff has considerably benefitted in the pay drawn by them. This may be explained by comparing the pays drawn by ...

F Flag B
67/7/36-XVI
pp 13-14 c/s

by them prior to the revision of the pay-scales. In case of all work-charged persons where pay-scales have been subsequently revised, it is the policy of Govt. not to give retrospective effect to the pay-scales but from the date of the orders. In the case of the work-charged employees of the Hubli Elec. Supply Undertaking the posts held by them were not recognized as corresponding with any of the regular permanent or tempy. posts till their designations were changed and the pay-scales sanctioned for similar corresponding posts made applicable to them. The revised pay-scales, therefore, become applicable to them from the the date of the orders viz., G.R., P.W.D., No.6919/36, dated the 23-12-1949. The Unions's request for giving effect to the revised pay-scale from 1-1-47 cannot, therefore, be granted.

(4) Decasualization of labour: As labour is appointed for original works their service terminates with the completion of the work. This labour on daily wages cannot, therefore, be taken on the work charged Establishment. Such of the labour as is continued from work to work will be taken on the work-charged establishment as and when vacancies arise.

2. I am accordingly to request you to explain the above decisions of Govt. to the Conciliation Officer and to the Union and try to impress upon them the circumstances under which the demands of the Union could not be acceded to by Government.

By order and in the name of the Govr. of Bombay,

Dy. Secretary to the Govt. of Bombay,
Public Works Department.

24/3/53.

D.A.-Nil.

Copy to the D.D. for information.

55

ANG 2052
28241

Letter.

Confdl.
No. ANG 2052 F-II.

P.W.D.,
B.C. (Bombay No. 1),
1st ~~March~~ April 1953.

To
The Elecl. Engr. to Govt.

Subject:- Demands of the Hublig Electric Supply Employees Union.

I am directed to invite your attention to G.L. No. ANG 2052 F-I, dated the 1st ~~March~~ April 1953, conveying orders of Govt. on the various demands of the Union. As the 3 main demands of the Union have been turned down , the Union is likely to be dissatisfied with the replies and serve a fresh notice of strike under Section 22 of the Industrial Disputes Act. In that case, it would become obligatory on the part of Govt. either to refer the matter to adjudication or to face the strike. As the demands of the Union are not in consonance with the policy of Govt., Govt. may have to resort to the second alternative and face the possibility of a strike. I am, therefore, to request you to keep in readiness to meet such a situation, should the necessity arise. It may be necessary to transfer from elsewhere the minimum number of persons required for running the Power House in the event of the workers going on strike. If it is not possible for you to arrange for the minimum number of persons required for running the power house, I am to request you to obtain the assistance of the C.E., B.E.G. The arrangements ~~made should be reported to Govt. for information.~~ should be thought out at this stage but no further steps should be taken till a strike notice is received & a strike is in the offing.

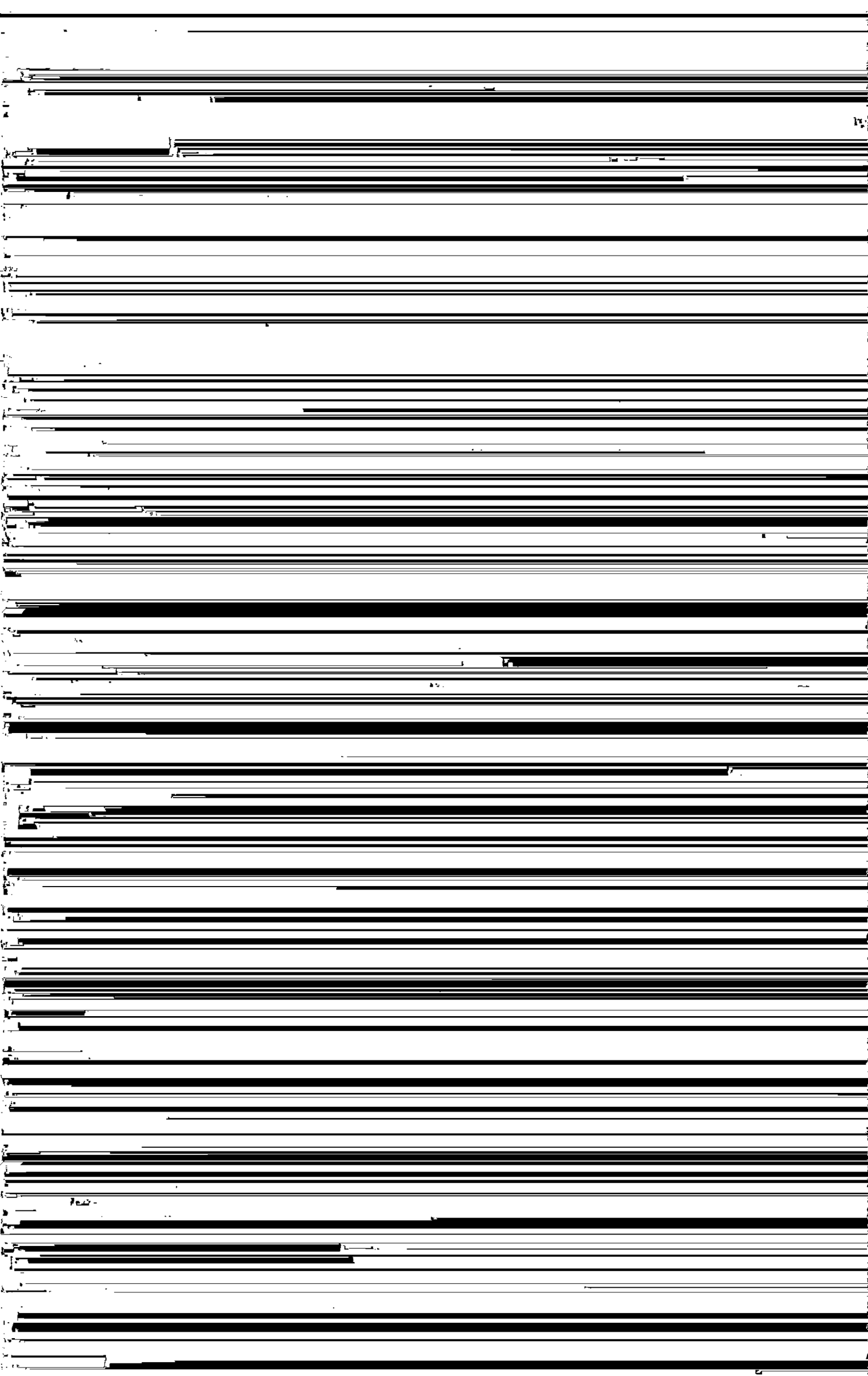
By order and in the name of the G. of B.,

Dy. Secy. to the G. of B.,
P.W.D.

D.A.- Nil.

24/3/53

Copy...



57

Letter.

Confidential.
No. ANG 2052 F-II.

Public Works Department,
Bombay Castle (Bombay No. 1A)
1st April, 1953.

To

The Electrical Engineer to Government.

Subject:- Demands of the Hubli Electric Supply Employees' Union.

I am directed to invite your attention to Government Letter No. ANG 2052 F-I, dated the 1st April 1953, conveying orders of Government on the various demands of the Union. As the 3 main demands of the Union have been turned down, the Union is likely to be dissatisfied with the replies and serve a fresh notice of strike under Section 22 of the Industrial Disputes Act. In that case, it would become obligatory on the part of Government either to refer the matter to adjudication or to face the strike. As the demands of the Union are not in consonance with the policy of Government, Government may have to resort to the second alternative and face the possibility of a strike. I am, therefore, to request you to keep in readiness to meet such a situation, should the necessity arise. It may be necessary to transfer from elsewhere the minimum number of persons required for running the Power House in the event of the workers going on strike. If it is not possible for you to arrange for the minimum number of persons required for running the power house, I am to request you to obtain the assistance of the Chief Engineer, Bombay Electric Grid. The arrangements should be thought out at this stage, but no further steps should be taken till a strike notice is received and a strike is in the offing.

By order and in the name of the Governor of Bombay

o/c 1/4/53

Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A.- Nil.

Copy forwarded to -

the Power Development Department,
the Chief Engineer, Bombay Electric Grid,

for information.

2. The Chief Engineer is requested to render all possible assistance to the Electrical Engineer in the event of the workers at the Hubli Electric Supply Undertaking going on strike.

DRN.
1.4.53.

Issued
1/4/53

Orders issued after consultation with Development Department.

Notes [illegible] and can be seen with [illegible]

59

ANG 2052
28241

P. W. D.
pp646:

F. Bor.

Resubmitted with the necy. draft for approval.

11/5/53

11/5/53.

A.S.(I)

Letter. 61 ANG 2052
28241

Confidential.

No. ANG 2052 F-II.

P. W. D.,
B. C. (B'bay No. 1)
2nd May 1953

To

The Elel. Engr. to Govt.

Subject:- Demands of the Hubli electric Supply Employees Union.

I am directed to invite attention to the corres. resting with P 57 G. O. No. ANG 2052 F-II, dt. the 1-4-53, and to request you to report further

further developments, if any, in the matter.

By order and in the name, etc.,

Asstt. Secy. to the Govt. of B'bay,
P. W. D.

D. A. - Nil.

1/5/53

Issued
4/5/53

63

No. 2375/48-H,
Development Department,
Secretariat (Annexe), Fort,
Bombay, 14th May 1953.

From

The Assistant Secretary to the Government of Bombay,
Development Department.

To

The Deputy Engineer,
Hubli Electric Supply, Public Works Department, Hubli

Subject:- Dispute between the Hubli Electric Supply, Public Works Department and the workmen employed under it.

Sir,

I am directed to state that the Conciliation Officer has reported to Government that his efforts at bringing about a settlement of the above dispute over the demands relating to recognition of the Union, conversion of work charged establishment into permanent establishment, prescribed pay scales with retrospective effect from 1st January 1947, and increments from that date have failed. The representatives of the workmen have requested Government to refer the dispute for adjudication under the Industrial Disputes Act, 1947. I am to inquire whether ~~the management~~ you have any objection to the reference of the dispute for adjudication; if so, the same may be communicated to Government within seven days from the date of this letter.

Yours faithfully,

Assistant Secretary to the Government of Bombay,
Development Department.

M/- 13.5.

Copy forwarded with compliments for information to the Secretary to Govt, Public Works Department, Secretariat, Fort, Bombay.

1-5 ANG 2052
57220

P. W. D.

F. Br:

Please see the G.Os. at pp. 53-5 ante and the note pp 51-52 underlying it. The D.D. in its letter f.63 addressed to the Dy. Engr., Hubli El. Supply Undertaking states that the Conciliation Officer has reported that conciliation has failed. The representatives of the workmen have, therefore, requested Govt. to refer the dispute for adjudication. The D.D. has, therefore, enquired whether there is any objection to refer the dispute for adjudication. In view of the decision pp. 51-52 to face the strike, the Elec. Engr. may be requested to give a suitable reply to Govt. in the D.D. and forward a copy thereof to this Deptt. The draft ff 27-28 put up may issue, if approved.

M
20/5/53

D. D.

Not found

67

ANG 2052
57220

P. 63

(Below copy of G. L., D. D., No. 2375/48-A dt. the 14-5-1953, addressed to the Dy. Engr., Hubli El. Supply Undertaking, reg: dispute between the Hubli El. Supply Undertaking, P. W. D. and the workmen employed under it.)

Confidential.
No. ANG 2052 F.

P. W. D.,
B. C. (B'bay No. 1)
May 1953

P. 63

Copy forwarded to the Elect. Engr. to Govt. for information and

and necy. action.

2. The Elec. Engr. is requested to give a suitable reply to Govt. in the ~~#~~ D.D. stating why adjudication cannot be accepted by Govt. under intimation to this Deptt.

By order and in the name, etc.,

Dy. Secy. to the Govt. of Bihar,
P.W.D.

20/6/53.

Sh Rule (Tw...
21/6

Copy of letter No.Dy.C.L.(1)C dated April 1953 from the Conciliation officer, Industrial Disputes Act to the Secretary to the Govt.of Bombay, Development Department, Bombay.
Re:- Dispute in the Hubli Electric Supply Public Works Deptt Hubli.

As required by section 12(4) of the Industrial Disputes Act, 1947 I send my report regarding the dispute between the Hubli Electric Supply, Public Works Department, Hubli and the Workmen, employed under it represented by the Hubli Electric Supply Employees' Union Hubli, a registered tradeeUnion, relating to the workmen's demands for recognition of the Union, conversion of work-charged establishment to permanent establishment, fixation of scales of pay and bringing into force a scheme of decasualisation and absorption into permanent service of temporary workmen etc.

On 22nd December 1952, the President of the Hubli Electric Supply Employees' Union, Hubli gave a strike notice to the Dy.Engineer, Hubli Electric Supply, P.W.D. Hubli regarding the above demands of the Workmen and endorsed a copy of the same to the Conciliation Officer, Bombay.

The Conciliation proceedings were held on various dates and finally on 6th March 1953 at Hubli.

Demand No.(1)- Recognition of the Union. - The representatives of the Union was informed by the Conciliation Officer, that recognition of Union is not an industrial dispute as per the decision of the Labour Appellate Tribunal. The Dy. Engineer, in charge the Hubli Electric Supply, however, informed the Conciliation Officer that he has forwarded the Union's letter to the Electrical Engineer, Public Works Department, Bombay and his reply is awaited.

The Union's representative also stated that the Union is entitled to recognition as per Government Resolution on this subject and that it is prepared to wait till 15th April 53.

Demand No.(2) Conversion of work-charged Establishment to Permanent Establishment - etc. - It was argued by the Union that the Hubli Electric Supply was taken over by the Government of Bombay in the year 1944 from a private company. Almost all the workmen have put in more than eight years' service with the previous company and the Government and the work they do is not of a seasonal or temporary character. The Unions representative also pointed out that normally the system of workcharged establishment is meant to meet the seasonal and other casual work or temporary increase in the work, which is intended to be completed before a limited period. It is under these circumstances that recourse can be taken to this extraordinary system of engaging labour under the Headings Workcharged Establishment. It is more or less a process of supplementing the permanent establishment and this extraordinary provision cannot be and it is not intended to be as a regular system for every kind of work to suit the convenience of the Department. In this particular case the staff is styled as work charged staff although the requirements of this extra-ordinary sys-ten are not fulfilled. The fact that certain classes of employees are thought fit to be described as being on Work-charged establishment should not deprive the workers of the facilities normally available to industrial workers. Even though it is an industrial establishment, all the workmen are on workcharged basis only because the authorities of the P.W.D. Bombay desire that they should be so. Had they been in the Co's service, they would have got the benefits of permanency, standing orders etc. The workmen are poorly paid, have no security of service, get no house rent, pension, or provident fund, accumulated earned leave etc. only because they are under the workcharged establishment of the P.W.D.

P.T.O.

According to the authorities of the Hubli Elec. Supply, P.W.D. Hubli this establishment is under the charge of the Government of Bombay and the case will be dealt with by the Government as is done in other cases of the P.W.D. establishment.

Demand No.(3)- Scales of pay and payment of Arrears- The Dy.Engineer, of the Hubli Electric Supply informed the conciliation officer that this demand is under the consideration of the Electrical Engineer to Govt., P.W.D. Bombay. The Union's representative agreed to wait till 15th April 1953.

Demand No.(4) - Introduction of the scheme of decasualisation and absorption of temporary employees into permanent service - The Dy.Engineer of the Hubli Electric Supply, Hubli clarified that it is the policy of the Department to give preference to the casual labourers whenever any vacancy occurs in the work-charged establishment at Hubli according to their seniority. The Union's representative informed the Conciliation Officer that in view of the above clarification this demand may not be pursued in conciliation.

A further report will be made to Government after discussion with the parties on demands No.1 and 3 are over.

==========

"True Copy"

Accountant to the
Executive Engineer,
Bombay Elec.Dn.

Copy of letter No.138 dated 25th April 1953 from the Dy. Engineer, Hubli Elec.Supply, Hubli to this office. Re:- Demand of the Hubli Electric Supply Employees Union.

==========

With reference to your endorsement No.314 dated 10-4-1953, I have to state that as per letter No.DY.CL(A)/C-8638 dated 20-4-1953, from the Conciliation Officer, Bombay, requesting me to attend the Conciliation meeting for resumption of the adjourned conciliation proceedings on the above matter, on 24-4-53 in the Municipal Hall, Hubli, I explained the decision of Government at the time of the meeting both to the Conciliation Officer, and to the President of the Union, as instructed. A copy of the Government letter containing the decision on the above matter has been supplied to the Conciliation Officer, and to the Union, under this office Nos.127 and 129 of even date respectively.

The proceedings of the meeting are as under :-

Dy.Engineer,- In view of the decision of Govt. in the above matter, I have to state that the demands of the Union cannot be accepted.

Union.- Demand No.1 may be recorded as failure, as the Union's constitution is in order as per Government G.R. regarding recognition of the Union by Government.

As regards demand No.3 the same also may be recorded as failure, as the trend of the Union is the same as stated in their earlier letter. Demands Nos.1 and 3 are to be put to adjudication.

Demand No.2 - Disagreed in the last meeting.

Demand No.4 . is already withdrawn.

I enclose herewith the interim report of the Conciliation Officer, received on 22-4-1953 along with his intimation under reference, for your information.

==========

"True Copy"

Accountant to the
Executive Engineer,
Bombay Elec.Dn.

Copy of letter No.2375/48-H dated 14th May 1948 from the Asstt. Secretary to the Govt. of Bombay, Development Department to the Dy.Engineer, Hubli Elec.Supply, Public Works Department. Hubli. Re:- Dispute between the Hubli Electric Supply, Public Works Department and the workmen employed under it.

I am directed to state that the Conciliation Officer has reported to Government that his efforts at bringing about a settlement of the above dispute over the demands relating to recognition of the Union, conversion of work charged establishment into permanent establishment prescribed pay scales with retrospective effect from 1st January 1947, and increments from that date have failed. The representatives of the workmen have requested Government to refer the dispute for adjudication under the industrial Disputes Act 1947. I am to inquire whether you have any objection to the reference of the dispute for adjudication if so, the same may be communicated to Government within seven days from the date of this letter.

"True Copy"

Accountant to the
Executive Engineer,
Bombay Elec.Dn.SB 1915

IMMEDIATE.

No. IRM.11/ 2236 of 1953.
P.W.D.Offices, Churchgate Street
Fort, Bombay(1) 21st May 1953

To

The Chief Engineer,
Public Works Department, Bombay.

Subject:- Dispute between the Hubli Electric Supply, P.W.D., and the workmen employed under it.

Reference: Government Letter, Public Works Department, No.ANG-1052-F-I, dated the 1st April 1953.

2. I have to state that the decisions taken by Government on the demands of the Hubli Electric Supply Employees' Union were explained to the Conciliation Officer and the President the Hubli Electric Supply Employees' Union on the 24th April 1953 in the Municipal Hall at Hubli by the Deputy Engineer, I/C Hubli Electric Supply, Hubli. A copy of the Deputy Engineer's letter No.138 dated the 25th April 1953, addressed to the Executive Engineer, Bombay Electrical Division, Bombay, wherein the proceedings of the meeting are given, and a copy of letter No.Dy.C.L.(A)C dated April 1953, from the Conciliation Officer Industrial Disputes Act, addressed to the Secretary to Government, Development Department, on the subject are enclosed for perusal.

3. In this connection, it is stated that Government in the Development Department, has, vide its letter No.2375/48-H, dated the 14th May 1953 (copy enclosed) inquired from the Deputy Engineer, I/C.Hubli Electric Supply, whether he has any objection to refer the dispute for adjudication. There appear to be no objection to refer the dispute for adjudication by the representative of the workmen. It is, therefore, requested that Government in the Development Department may please be informed of the decision taken by Government in the matter on or before the 22nd instant, as the letter from the Development Department was received by the Deputy Engineer on the 16th instant.

Electrical Engineer to Govt

Encls: 3.
P/21/5.

T.b

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ANG 2052.
59778

F.Br. P.W.D.

Resubmitted with reference to the O.N., dated the 20-5-53. P.65

2. The El. Engr. has forwarded copies of the following correspondence :-

P.69

(1) Conciliation Officer's report to Govt. in the D.D.

P 71

(2) Letter from the Dy. Engr. i/c Hubli El. Supply Undertaking, to the Elect. Engr.

indicating that conciliation has failed. As a result Govt. in the D.D. enquirred P.63 from the D.E. to report within seven days whether he had any objection in referring the matter to adjudication. The El. Engr. states P. 75 that there is no objection to refer the dispute to adjudication. The points on which adjudication is sought ~~is~~ are briefly noted ~~upon~~ below :-

Demand No.1 - Recognition of the Union :- This question is still under consideration of Govt. The point at dispute in this connection is that the Union cannot be recognised under its present constitution. The present constitution is framed under ~~I.T.U.~~ the Indian Trade Unions Act and the Union holds that they cannot change this constitution. The question whether Union will have to frame its constitution in the light of the Model Rules or the Union can be recognised with its present constitution is being examined by Govt. in the D.D. The D.D. recently advised this Deptt. that M., Labour, has desired to discuss the case with Secys., L.S.G. & P.H.B., P.W.D. and Ch. Secy. The file in question has not still been received back. Since this question is under consideration, though for some time, it

seems....

X File ANG 2052
U.C.D.D/A.S.D
25/11/52

✓ File No. ANG 2052
50452
U.C.D.D
4/5/53

seems improper for the Union to seek adjudication on this point.

Demand No.2 - Conversion of work charged posts into permanent ones :- This demand has been turned down as the future of power-house is unsettled, vide ~~in this connection~~ para. 2(2) p.53 of G.L. No. ANG 2052 F-1, dt. the 1-4-53, and the note underlying pp 51-52 it. The Conciliation Officer in his report has opined that had the establishment been in the service of the Coy., they would have got benefits of permanency, standing orders, etc. He is of the opinion that it is not correct to continue the staff which is required from year to year on the w/c establishment. He considers the staff to be poorly paid without house-rent, pension or provident fund, earned leave etc., because they are continued on the work-charged establishment. This is not quite correct. The pay-scales drawn by the staff at Hubli under the Coy. was much lower than that extended to them in G.R. No. 6919/36, dated the 23-12-1949. Leave is admissible at the rate of 1/22 of duty period, i.e., 15 days in a year. But since the Hubli Undertaking is covered by the Factories Act, they are eligible for leave according to the Act. Recently, it has also been decided to extend the benefits of Employees State Insurance Act to the Hubli El. Supply Undertaking. In view of the position pointed out above, it is not possible for Govt. to enter into any further commitments when the future of the power-house is still unsettled.

@ Flag Z 6919/36-XVI p.7 cts

v Flag B 6919/36-XVI pp 13-14 cts

File ESI 1052 u.o D D 21/5/53

(3) Demand No.3 - Fixation of pay of work-charged persons with retrospective effect, i.e., from 1-1-47:- This request has also been turned down - vide para. 2(3) of G.L. No. ANG 2052-F-1, dated the 1-4-53. pp 53-54 This demand was required to be turned down as it

was....

was against the policy of Govt. not to give retrospective effect to any proposal for revision of pay-scales. It is,not, therefore, proposed to make an exception in this case - vide pp.38-39 para.3 of the F.D ., Asstt.Secy's note, dated the 14-2-53, agreed to by the Dy.Secy.,F.D. By the revision of the pay-scales the staff has considerably benefitted There is, therefore, no genuine grievance, but a mere exaggeration of demands. pp 51-52

3. Please see O.N., dated the 24-3-53 in this connection. In view of the facts pointed therein and in the O.N., it seems it would not be expedient to refer the matter to adjudication. The El. Engr. has also been requested in the G.L. at pp. 55-56 ante to be prepared for a strike. In the circumstances pointed out, this Deptt. may not agree to adjudication. pp.81-82 The draft put up may issue, if approved.

DRN.
22.5.53.

22-5-53.

D. S.

The draft put up may issue
23/5/53

Secy.

23/5

Letter. 81

CONFIDENTIAL.
No.ANG 2052-F.

P. W. D.,
B.C.(Bombay No. 1),
25th May 1953.

To

The Secretary to the Govt. of Bombay,
Development Deptt.

Subject:- Dispute between the Hubli Electric Supply Undertaking and the workmen employed under it.

------ P63

Refce: Your letter No.2375/48-H, dated the 14-5-1953, addressed to the Dy.Engr., Hubli Electric Supply, P.W.D., Hubli, and copy endorsed to ~~xxx~~ Govt.

2. The request of the representatives of the workmen to settle the points at dispute refd. to in your letter under refce. by adjudication has to be resisted as these workers have no genuine grievances. This Deptt. considers that the demands have been exaggerated as these workers whose emoluments were very meagre prior to taking over by Govt. have already been brought in line with other Govt. servants. I am to invite your attention in this connection to Govt. Endt. No.ANG 2052 F-~~I~~, PP 53-54 dated the 1-4-53, turning down the requests of the Union and to add that in the circumstances explained therein and for the reasons mentioned below, adjudication will have to be refused in this case:-

Demand No.1.- Recognition of the Union.- This question is being examined by Govt. in the D.D. and the P.& S.D. The point at dispute is whether the Union should be recognized under its present constitution framed under the Indian Trade Union Act or whether the Union should be requested to change its constitution in the ~~xxxx~~ light of the Model Rules framed by Govt. As this question is under the active consideration of Govt., this Deptt. considers the action of the Union rather hasty.

P.T.O.

Demand No.2.- Conversion of work-charged posts into permanent ones.- The service conditions of the staff after change in designation and pay scales have considerably improved in respect of pay and dearness allowance. The staff is also eligible for leave as admissible under the Factories Act. Recently it has also been decided to extend the benefits of the Employees State Insurance Act to them. In view of the fact that the future of the power house has not yet been settled it would not be possible for Govt. to enter into any further commitments at this stage.

Demand No.3.- Fixation of pay of work-charged persons with retrospective effect i.e. with effect from 1-1-47. It is the general policy of Govt. not to give retrospective effect to any proposals for revision of pay scales. This is in accordance with rule 333-A of the Financial Rules of Govt. An exception was made in the case of the general revision under special circumstances, as Govt. had already declared to give effect to the revised pay scales from 1-1-47. The revision of pay scales was in itself ~~xxximprexement~~ a concession and the revised pay scales sanctioned were an improvement over the fixed pays drawn by them before 1949. Even in the case of regular estabt. where pay scales were subsequently revised for one reason or the other no retrospective effect has been allowed. There is no special reason to give retrospective effect to the revised pay scales in the case of the work-charged staff.

By order, etc.,

Dy.Secy.to the Govt.of Bombay,
P.W.D.

D.A.- Nil.

Copy forwarded to -
the Elcl.Engr.to Govt.,
the Ex.Engr.,Bombay Elcl.Dn.,
the Dy. Engr., Hubli Electric Supply, P.W.D., Hubli,
for information.

2. The attention of the Elcl.Engr.is invited to G.L.No ANG 2052 F-II, dated the 1-4-53, and he is requested to take steps as indicated therein.

463

No. 2375/48-H,
Development Department,
Secretariat (Annexe), Fort,
Bombay, 29th May 1953.

From

Shri V. N. Pimenta,
Assistant Secretary to the Government of Bombay,
Development Department.

To

The Deputy Engineer,
Hubli Electric Supply, Public Works Department,
Hubli.

Subject:- Dispute between the Hubli Electric Supply, Public Works Department and the workmen employed under it.

Sir,

I am directed to invite reference to this Department letter of even number dated the 16th May 1953, on the above subject, and to request you to send your reply thereto immediately

Yours faithfully,

Pimenta

Assistant Secretary to the Government of Bombay,
Development Department.

Copy forwarded with compliments for information to the Secretary to Government, Public WorksDepartment, Secretariat, Fort, Bombay.

64

F 12
2/5

F 16

F. W.
File No. ANG 2012
Serial No. 65633

85 ANG 2052-
63633

P. W. D.

F. Br.

P. 83

The D.D has expedited ~~from~~ the Dy. Engr., Hubli Electric Supply Undertaking, for a reply to its letter dated the 14-5-53. P. 63 The necy. reply to the D.D. letter was given by this Deptt. in G.L. No. ANG 2052 F, dt. the 25-5-53. pp. 81-82 It has also been verified from the despatch book that the letter addressed to the Secy. of the D.D was

was received by Part Deptt. on
the 26-5-53. Re draft put
up may issue; if approved
pp. 87-88

M.
5/6/53

5/6/53.

A.S. (I)

Letter 87 ANG 2052
63633

Confidential.
No. ANG 2052 F.

P. W. D.
B. C. (B'bay No. 1),
5th June 1953.

To

The Assistant Secretary to the
Govt. of Bombay,
Dev. Deptt.

Subject:- Dispute between the Hubli Electric Supply, P.W.D, and the workmen employed under it.

Ref: G.E., D.D., No. 2375/48-H, dt. the 29-5-1953. P.83

2. I am directed to state that G.E., D.D., No. 2375/48-H, dt. the 14-5-53, has been replied to under this Deptt. P.63 Confidential letter No. ANG 2052 F, dt. the 25-5-53, addressed to the Secy. of that Deptt. On verification from the despatch book it is noticed that the letter in question was received in that Deptt. on the 26-5-53. A copy of the G.L. is, however, enclosed. pp. 81-82 for ready reference.

By order &c in the name, etc.,

Asstt. Secy. to the Govt. of B'bay,
P. W. D.

pp. 81-82
G.L refd. to.
D.A. - Nil.

Copy forwarded to -
the Elcl. Engr. to Govt.

the

the Ex. Engr., B'bay Elcl. Dn.;
the Dy. Engr., Hubli Electric Supply.
P.W.D., Hubli,

for information.

5/6/53

Issued
6/6/53

of
(E)
6/6

Copies
Originals in D.D file
No. 2375/48

71

DD 2375/48

Development Department
'H'

These papers deal with the industrial dispute between the Hubli Electric Supply, P.W.D. and its employees. The employees have been represented in the dispute by their Union, which is registered since 1950. The demands made by the Union are

(1) Recognition of the Union.

(2) Conversion of work-charged posts into permanent ones.

(3) Fixation of pay of work-charged persons with retrospective effect from 1-1-47.

The P.W.D. which was requested to show cause why above demands should not be referred for adjudica- n has given a detailed reply in the matter (vide letter No. ANG 2052-F, dt. 25-5-1953 read with earlier letter of even No. dated 1-4-53). In ew of this reply, and the Conciliation Officer's ilure report dt. 8-5-53 read with his earlier interim) report dt. 16-4-53 the demands made by the nion are noted upon below:-

(1) Recognition of the Union:- The representatives of the Union have been already informed by the Conciliation Officer that this demand does not pertain to the industrial dispute as per the decision of the Labour Appellate Tribunal. Consequently it cannot be referred for adjudication. However, so far as the question regarding the recognition of the Union is concerned, it may be stated that the matter is still under the consideration of Govt. (vide remarks made by the P.W.D. against this demand on page 43/c). The P.W.D. papers on the subject are under subn. to M(Lab) who is to discuss the matter with Secys .D.D., P.W.D., and L.S.G. & P.H.D. and C.S.

(2)....

ANG 2052 F

Acknowledgment.

(To be returned to office of posting for delivery to sender.)

Received a registered* letter No.
addressed to (name) Deputy Engineer Hubli
Electric Supply P.W.D.

†Insured for Rs.
†Weighing (in words)
Signature of addressee
Date of delivery

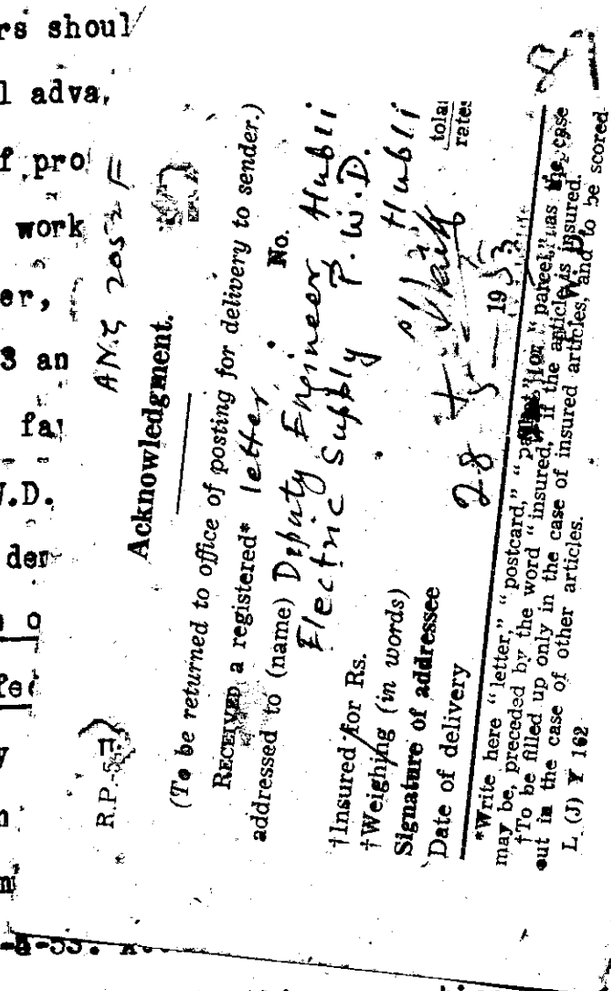
*Write here "letter," "postcard," "parcel," as the case may be, preceded by the word "insured," if the article is insured.
†To be filled up only in the case of insured articles, and to be scored out in the case of other articles.

L (J) Y 162

R.P.5

(2) Conversion of work-charged posts into permanent ones. Please see the arguments advanced by the Union in favour of this demand as summarised by the Conciliation Officer in his report dt. 16-4-53. The Conciliation Officer himself is of the opinion that the workers should not be deprived of normal advantages that accure to similar categories of workers in the same industry and has, therefore, suggestied that Govt. may consider whether the workers shoul
nent and given all adva
leave, benefits of pro
admissible to the work
The P.W.D., however,
letters dt. 1-4-53 an
demand is not in fa
stated by the P.W.D.
not f refer this der

(3) Fixation o
retrospective effe
ments advanced by
the reasons given
against it as sum
his report dt. 8-4-53.
remarks made by the P.W.D. in this connection in its letter dt. 25-5-53 which appear to have been based on the advice given by the F.D. In view of the present policy of Govt., it is not possible to implement the demand by the Union; nor does it appear to be justified on merits. Consequently it may not be referred for adjudication.


Acknowledgment.
(To be returned to office of posting for delivery to sender.)
RECEIVED a registered* letter
addressed to (name) Deputy Engineer Hubli
Electric Supply P.W.D. Hubli
No.
†Insured for Rs.
†Weighing (in words)
Signature of addressee
Date of delivery
total rate
R.P.-55-7
*Write here "letter," "postcard," "parcel" or "packet" as the case may be, preceded by the word "insured," if the article is insured.
†To be filled up only in the case of insured articles, and to be scored out in the case of other articles.
L (J) Y 162

2. If the views taken above are approved, a suitable reply will be given to the Union in the matter. It is likely that the workers of the Hubli Electric Supply may

go.....

go on strike as a result of it; but this cannot be helped. If this happens, the P.W.D. will no doubt make the necessary arrangements to keep the concern working for the duration of the strike as it had done on the previous occasion when a strike notice was given by the Union - vide its letter No. ANG 2052 F, II, dt. 1-4-53. Actually the P.W.D. has already instructed the El. Engr. to keep himself in readiness for the same.

Id/-
20-6-53.

Id/-
20/6/53.

Adjudication may be ~~referred~~ refused as inexpedient.

Id/-
20/6
U.S.

Id/-
22/6

I think demand No. 2 deserves to go to adjudication I am not satisfied with the arguments of the P.W.D's letter at p. 43 on this point.

Secy. P.W.D. may pl. speak.

Id/- S.S
24/6 (H, Lab.)

Id/-
25/6

Disussed with M (labour). Will office collect full information of this numbers and categories of workers (by occupations), their pays, allowances and other emoluments and benefits as they existed

under.....

under the former Co. as they exist under Govt. comparison should be made of how present emoluments compare with emoluments of similar catagories under private licensees in the neighbouthood (e.g. Belgaum) etc. It should also be ~~xxxxxx~~ ascertained how such categories are classed under the Grid, whether permanent, temporary, or work-charged. It should be clearly asked what financial burden is involved in making this staff permanent, and how the system will affect other stations under the Grid.

Id/- N.K.D.
7/7
Secy. P.W.D.

2
KSN.
13-7-53.
13/7/53.

IN THE POSTS AND TELEGRAPHS DEPARTMENT.

To Asstt. Secretary to the Govt of Bombay. Public Works Deptt Bombay

Sender's name and address.

ANC 2052

64383

F

2-6-53

Name-stamp of office of posting.

DELIVERY 8 30 JUN 1953 C.I.

26 MAY 53 4 30 P.M. THE DUAL DING

FPM Await 21/5/53 PWD 9h 9/6 Sm 9/6

AN.5 2052 F

R.P.-5

Acknowledgment.

(To be returned to office of posting for delivery to sender.)

RECEIVED a registered* letter No.

addressed to (name) Deputy Engineer Hubli
Electric Supply P.W.D.
Hubli.

†Insured for Rs.

†Weighing *(in words)* tolas rates

Signature of addressee

Date of delivery 28 5 1953

*Write here "letter," "postcard," "packet," or "parcel," as the case may be, preceded by the word "insured," if the article is insured.

†To be filled up only in the case of insured articles, and to be scored out in the case of other articles.

L (J) Y 162

95 ANG 2052.

Public Works Deptt.
'F'

X/Le.f.1 m fyl

Please see copy of Secy's note, dated the 7-7-1953, recorded in Dev.Deptt. file No 2275/48. The draft put may issue, if approved.

PP 9344

f 97

PSM.13/7/53.

14/7/53.

D.S. 15/7/53

Confidential.
VERY URGENT.

Letter. 97

No.ANG 2052 F.

P.W.Deptt.,
B.C.(Bombay No.1),
15th July 1953.

To

The Elecl. Engr.to Govt.

Subject :- Demand No.2 of the Hubli Electric Supply Employees Union: Conversion of work-charged posts into permanent ones.

I am directed to request you to furnish a detailed statement giving the number and categories of workers (by occupation), their pays, allowances and other emoluments and benefits enjoyed by them under the former Hubli Electric Supply Company,Ltd., and as they exist under Govt. I am also to request you to ascertain from private licensees in the neighbourhood (e.g. Belgaum) etc. the emoluments paid for similar categories of workers, and to state how the present emoluments under Govt. compare with those of private electrical licensees.

2. It should also be stated in consultation with the C.E.,B.E.G., how the various classes of workers employed at the Hubli Electric Supply Undertaking are classed at similar stations under the Grid (permanent/tempy/work-charged). The additional financial burden that will be involved in case the work-charged estabt. at the Hubli El. Supply Undertaking is brought on the permanent estabt. should also be stated. If the work-charged staff at the Hubli Electric Supply Undertaking is brought on the permanent estabt., I am to request you to state in consultation with the C.E.,B.E.G., how this system would affect similar stations under the Grid. The addnl. cost that will be involved for bringing similar estabt. in the Grid, or the pt. estabt. should be ascertained from the C.E.,B.E.G., and reported to Govt.

By order and in the name of the Govr.of Bombay,

15/7/53

Dy.Secy.to the Govt.of Bombay,
P.W.D.

Issued 17/7/53

D.A.-Nil.

PSM.13/7/53.

Copy forwarded to the C.E.,B.E.G.,for information

14-7-53

F 99 ANG 2053. 2

P. W. D.
F

The Secretary had enquired as to what had happened to the case pertaining to the demand of the Hubli Electric Employees Union to take the work-charged estabt. at the Hubli Undertaking on the permanent estabt. In this connection it may be stated that the Elcl.Engr.to Govt. has been requested to furnish the necy.information on the 15-7-53. The Elcl.Engr.who was informally expedited in the matter has promised to furnish the information in a day or two.

28/7/53.

28/7/53

A.S.(I)
Secy. 28/7

ANG 2053

P.W.D.

F. Br.

Resubmitted with refce. to the O.N., dt. the 28-7-53. P1

2. The necy. information has not yet been received from the Elect. Engr. The draft Ex. Letter put up may issue, if approved.

5/8/53.

A.S.(I)

~~5~~ 103 ANG 2052.

Express letter.

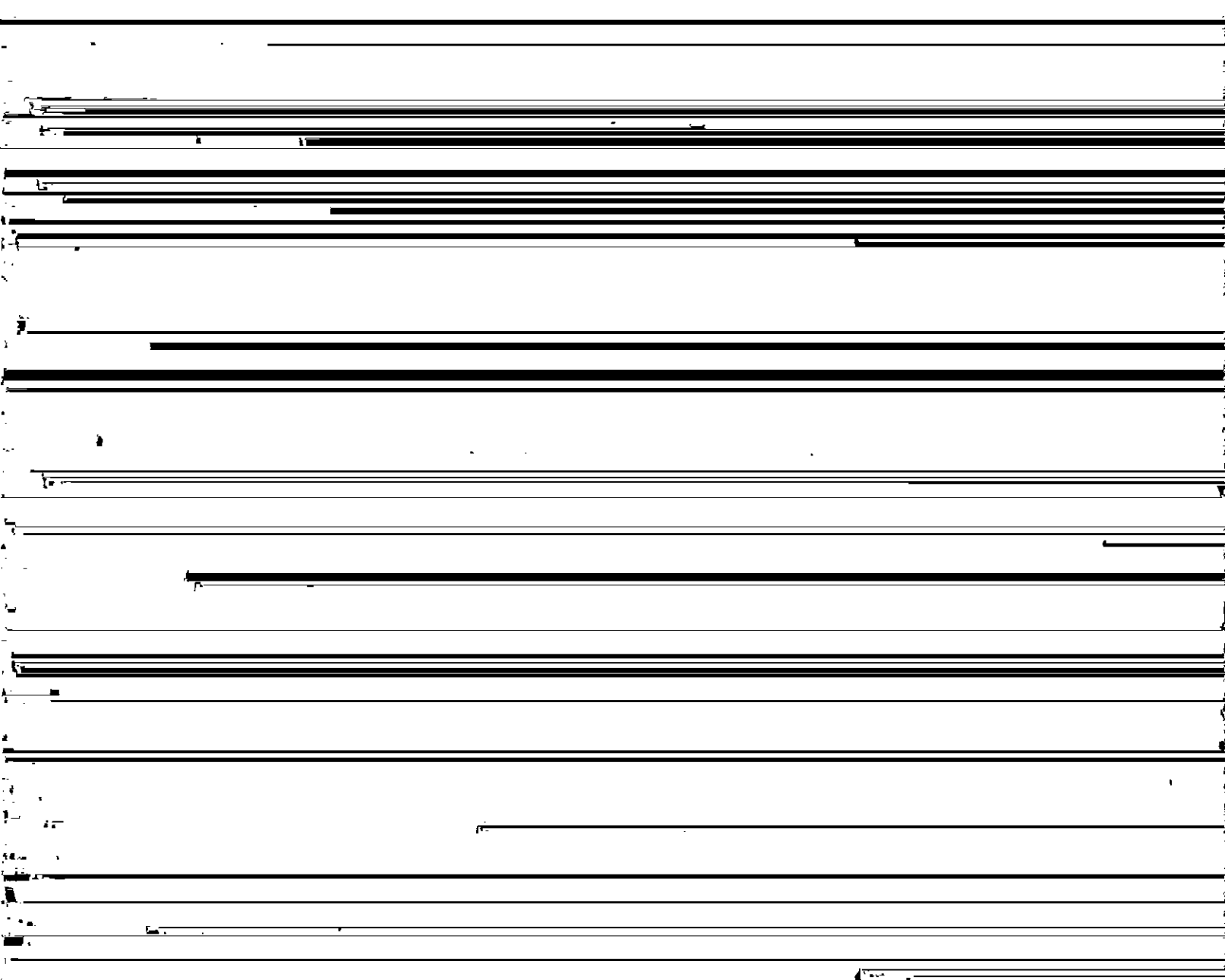
From: Bomworks, Bombay.
To : The Elcl. Engr. to Govt.

No. ANG 2053 F.

P. W. D.,
B.C. (B'bay No. 1),
6th Aug. 1953

Please furnish immediately the information called for in G.L. No. ANG ~~2053F~~ ×2052F, dt. the 15-7-53, reg: demand of the Hubli Electric Employees Union to take the work-charged estabt. of the Hubli Undertaking on the permanent estabt.

× File in Ltr.



105

ANG 2052

P.W.D.
F:

Resubmitted with the necy draft d.o. letter (pp 107-108) for approval.

VL
20/5/53

A.S(I)

Confidential

107 ANG 2052

D.O.No. ANG 2052 F.

P.W.D. Secty.,
B'bay No. 1, 22nd Aug. 1953.

Dear

Will you kindly refer to the corres. resting with Govt. Ex pp. 163-164 Letter No. ANG 2053 F, dt. 6-8-53, reg: demand of the Hubli Electric Employees Union to take over the work-charged estabt. at the Hubli Undertaking on the permanent estabt. As Govt. in the Dev. Deptt. is pressing for an early decision in the matter

109 ANC 2052

P. W. D.
F.

Please see d.o. letter at pp. 107-108 ante. As the Elect. Engr. has not yet furnished the information, the draft d.o. letter at pp. 111-112 put up may kindly be approved, and sent under Dy. Secy's signature.

3/9/53

D/S. 9/3/1953

ANG 2052

Confidential.

D.O. No. ANG 2052 F.

P. W. D. Secty.,
B'Bay No. 1, Septr. 53

Dear

Please refer to d.o. letter
pp. 107-108 (copy in ANG 2052 F 15-7-53)
No. ANG 2052 F, dt. 22-8-53, from
Shri Dave, Asstt. Secy., reg: demand
of the Hubli Electric Employees
Union to take the work-charged
estabt. at the Hubli Undertaking
on the permanent estabt. As
Govt. in the Dev. Deptt. is
pressing

D.D. 2375/48/73485/97000

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI.

Hubli, 6th August 1953.

To

The Secretary to Government,
Development Department,
Government of Bombay,
B O M B A Y

Sub : Demands of the above Union.

Ref : Your letter dated 8-5-53
2375/48-H

Sir,

With reference to our above letter regarding the subject mentioned above, I have to remind you once again.

I am sorry to note that, the matter being still pending undecided. By this, there has been a general discontent among the members of the staff at the attitude of Government. We are patiently waiting for such a long time for the only reason, that the matter should be settled satisfactorily without being forced to any unavoidable drastic action to attain our goal.

Hence, I request you to take up the matter immediately and let us know your decision, at the earliest possible date, without any further delay. I need not add to this any more as you are already aware of the situation.

Thanking you in anticipation, and hoping to hear favourably at an early date.

Yours faithfully,

Sd/-
President,
The Hubli Electric Supply Employees' Union, Hubli.

Development Deptt.
'H'

Main papers on the subject have been detained in the P.W.D. for the purpose of making a refce. to the Electrical Engr. to Govt. in the matter. It will be sometime before the matter is finally disposed of by Govt. In the meanwhile, the following reply may be given to the Union. The P.W.D. may also see these papers u.o. after issue, with a request to return the main papers at an early date.

Id/-
11/8/53

The P.W.D. may first see u.o. for urgent remarks

and ....

and kindly expedite of the file.

Id/
15/8

U.o.r. to P.W.D. dated 17-8-53.

2375/48-H
D.D.
S.A. Aug: 1953.

To

The President,
The Hubli Electric Supply Employees' Union, Hubli.

Subject: Dispute between the Hubli Electric Supply, P.W.D. and the workmen employed under it.

Sir,

I am directed to refer to your letter dated 6-8-1953, on the subject mentioned above and to state that the matter is still under the consideration of Govt.

Yours faithfully,

Asstt. Secy. to Govt. of Bombay,
Development Deptt.

S.S./25.8.53

D.D. 2375/48/73485

P. W. D.
" F "

Submitted with refce. to the D.D. u.o.r., dated the 17-8-53.

2. As instructed by the Secy. after discussion with M.(Lab.), the Elcl. Engr. has been requested to furnish certain information on 15-7-53. The information has not yet been received. The Elcl. Engr. is being expedited from time to time. As soon as the necy. information is received, the D.D. file No.DD 2375/48 will be returned to that Deptt. along with necy. remarks. The D.D. may be informed u.o. accordingly.

Id/-
20/8/53

Let someone go to El. Engr.'s office and expedite that office for submission of the information in a couple of days time.

Id/-J.M.D(ave)
20/8/53
A.S.(I)

It has been informally ascertained to-day from the office of the El. Engr. that the information is being compiled in the office of the Elcl. Engr. and the necy. information will be furnished to this Deptt. in a couple of days. The case will be dealt with as expeditiously as possible on receipt of the information. These papers may now be returned u.o. to the D.D.

Id/-
22/8/53

Id/- J.M.D(ave)
22/8/53
A.S.(I)

S.S./25.8.53

U.o.r. to D.D. dt. 26 -8-53.

Issued
26/8/53

CONFIDENTIAL

VERY URGENT.

No. LRN II/6559 of,1953.54.

P.W.D.Offices Churchgate St.,
Bombay, 28 August 1953.

To

The Chief Engineer,
Public Works Department.
Bombay.

Sub:- Demand No.2 of the Hubli Elec. Supply Employees Union - Conversion of workcharged posts into permanent ones.

Ref:- G.L., P.W.D.No.ANG-2052-F dated the 15th July 1953.

I have to forward herewith statements in original (Annextures A to E) showing the information required by Govt. as per para 1 of the above quoted letter. The statement (Annexture F) shows the average cost per month that will be required to be borne by Govt. if the staff at Hubli is brought on the permanent establishment. Annexture G is a comparative statement showing emoluments of the staff of the Hubli Elec. Supply Undertaking, the Grid and the private Licensees in the neighbourhood. This statement is however not comprehensive as, excepting Grid and the Dharwar Undertaking, there are no fixed scales of pays in other Undertakings. But the emoluments drawn at present by the Staff at Hubli as compared with those paid to the staff in other Coys, appear generally to be higher, though other benefits such as contributory provident fund, Gratuity, Medical Aid etc. which are allowed to the staff of the private Undertakings, are not enjoyed by the Hubli Staff. It will further be seen that the emoluments drawn by the staff at present are nearly double of those received by them before 1944 and as such there seems to be no ground to revise the scales.

In this connection, I have to state that power from Jog for the Hubli Elec. Supply will be made available by the Grid Department in July 1954. The generating sets and other surplus machinery in the Power House will have to be removed elsewhere after the power is received from the Grid Department and some of the staff in the Power House will have to be retrenched immediately. At present 17 persons are working in the Power House for running and maintaining the plants. After power from Jog is made available 10 persons out of the 17 will possibly have to be retained for some time to maintain the machinery in the Power House as some standby arrangement will be necessary for some time. The services of the ten persons will not, however, be required when the plants are removed from the Power House.

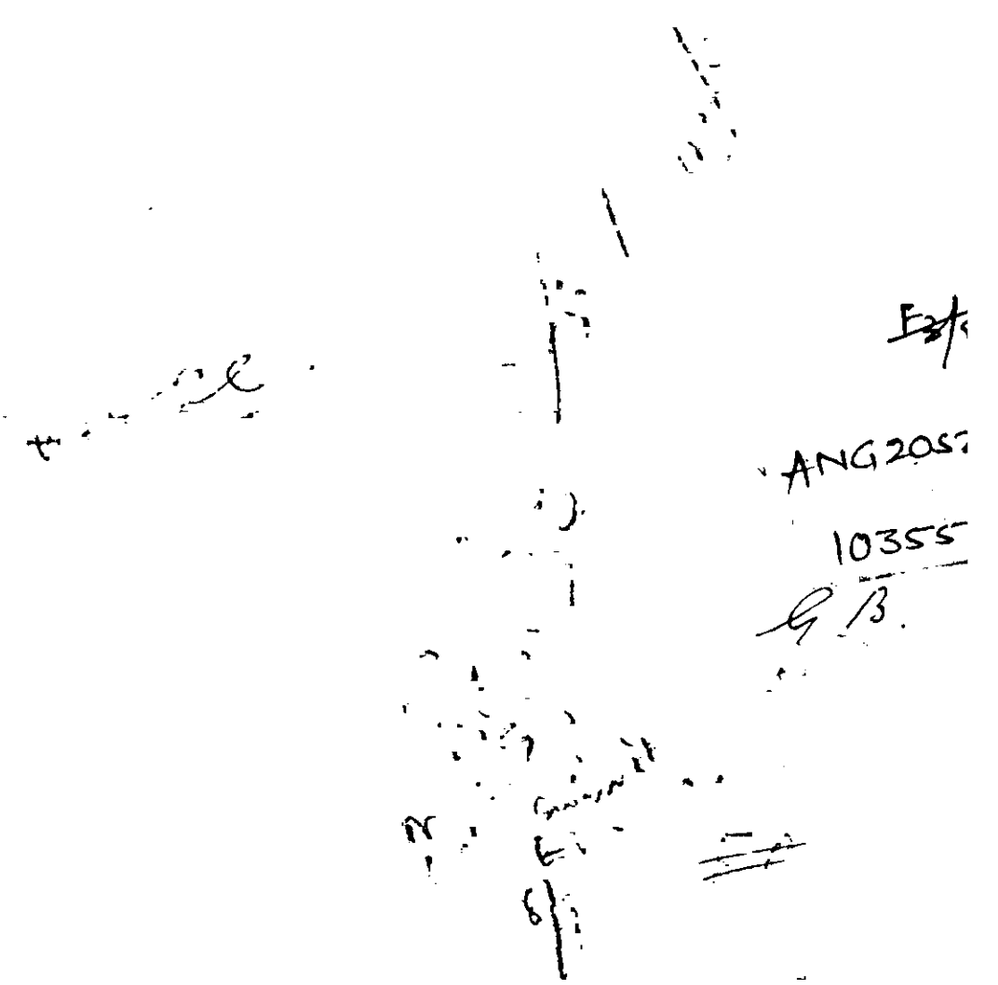
If it is decided to bring the existing workcharged establishment on the permanent establishment the cost ~~xixx~~ that will be required to be borne by Govt. will be in the neighbourhood of Rs. 43,750/- per annum.

Electrical Engineer to Govt.

THROUGH:- The Chief Engineer, Elec. Grid Bombay.

The Chief Engineer, is requested to offer his remarks on paragraph 2 of Government letter under reference and transmit the letter to the Chief Engineer, Public Works Department, Bombay immediately.

6° Advance copy forwarded with compliments to the Chief Engineer, Public Works Department, Bombay for information.


ANG205
10355

119

ANG2052
103551.

PWD

GR.

Submitted with ref. to Cir. No. ANG 2052-7, dated the 15/7/53

SKW 9/9/53

(Thro' E.R.)

11. 2. The original report submitted by the El. Engr. to Govt. thro' the C.E., R&E-I, and remarks of the C.E., R&E-I, thereon may be awaited.

Kms 14/9/53

AS 2

1579(1)

(G.T. 30)

1,1=i,3

V for justification action.

Comparative statement of staff employed in the Power House a Electric Grid.

Sr.No.	Power House at Hubli. Designation.	£ Scale of pay Rs.	No.of posts.	Power Ho De
1.	Electrical Supervisor.	100-12-208-EB-12-352-EB-12-460	1	Junior Eng
2.	Mechanical Assistant (Supervisor).	140-10-270	1	-
3.	Senior Clerk.	92-8-140	1	-
4.	Electrical Mechanic.	92-4-120-5-150	2	Power House
5.	Lineforeman.	80-4-120-5-150	1	Lineforeman.
6.	Wireman.	52-3-85	1	Wireman.
7.	Lineman.	52-3-85	1	Lineman.
8.	Engine Driver.	60-4-100	4	Engine Drive
9.	Electrical Fitter.	55-3-85	2	
10.	Switch Board Operator.	52-3-85	3	Switch Board
11.	Cashier.	75-5-140-10-150	1	
12.	Tracer.	46-3-85-~~E.B.~~-4-105.	1	
13.	Clerk.	46-3-85-~~E.B.~~-4-105	4	Clerks.
14.	Meter Reader.	46-3-85-~~E.B.~~-4-105	1	Meter Reade
15.	Store-keeper.	75-5-140-10-150	1	Store keeper
16.	Peons.	30-1/2-35	3	Peons.
17.	Fusemen.	40-1-50	2	
18.	Engine Fitters.	55-3-85	1	Fitter.
19.	Oilman.	40-1-50	4	
20.	Mazdoors.	30-1/2-35	10	Helpers &
21.	Pump Attendant.	40-1-50	1	
22.	Blacksmith.	45-1-50-2-70	1	
23.	Turner.	55-3-85-4-105	1	
24.	Workshop Mazdoor.	30-1/2-35	2	Watchman
25.	Watchman.	30-1/2-35	2	Store-keeper
26.	Store-mazdoor.	30-1/2-35	1	Store-lascar
27.	Sweeper.	30-1/2-35	1	-
28.			-	Bill Colle

bli Under Electrical Engineer to Government and Ratnagiri Power House under

t Ratnagiri.

tion.	Scale of pay Rs.	No.of posts	Remarks.
I/C of P.H.	80-5-100-8-140-EB-10-220-EB-10-270	1	
		-	No such post on establishment
		-	-do-
reman.	80-5-100-8-140-EB-10-200	1	
	-do-	1	
	52-3-85	1	
	52-3-85	2	
	60-4-100	4	
		-	-do-
perator.	52-3-85 or 40-1-50 for non-qualified ,	4	
		-	-do-
		-	-do-
	46-3-85- E.B.-4-105.	1	
	46-3-85-E.B.-4-105	1	
	70-5-100-8-140-E.B.-10-150	1	
	30-1/2-35	1	
	-	-	-do-
	55-3-85-E.B.-4-105	1	
	-	-	-do-
leaners.	30 - 1/2 - 35 -	8	-do-
	-	-	-do-
	-	-	-do-
	-	-	-do-
	~~30-1/2-35~~ -	2	-do-
tchman.	30-1/2-35	2	
	30-1/2-35	1	
		-	-do-
	46-3-85-E.B.-4-105-	1	

CONFIDENTIAL

VERY URGENT.

No. LRN II/ 6559 of 1953.54

P.W.D.Offices Churchgate St.,
Bombay, 31st August 1953.

To

The Chief Engineer,
Public Works Department.
Bombay.

Sub:- Demand No.2 of the Hubli Elec. Supply Employees Union - Conversion of workcharged posts into permanent ones.

Ref:- G.L., P.W.D. No.ANG-2052-F dated the 15th July 1953.

I have to forward herewith statements in original (Annextures A to E) showing the information required by Govt. as per para 1 of the above quoted letter. The statement (Annexture F) shows the average cost per month that will be required to be borne by Govt. if the staff at Hubli is brought on the permanent establishment. Annexture G is a comparative statement showing emoluments of the staff of the Hubli Elec. Supply Undertaking, the Grid and the private Licensees in the neighbourhood. This statement is however not comprehensive as, excepting Grid and the Dharwar Undertaking, there are no fixed scales of pays in other Undertakings. But the emoluments drawn at present by the Staff at Hubli as compared with those paid to the staff in other Coys, appear generally to be higher, though other benefits such as contributory provident fund, Gratuity, Medical Aid etc. which are allowed to the staff of the private Undertakings, are not enjoyed by the Hubli Staff. It will further be seen that the emoluments drawn by the staff at present are nearly double of those received by them before 1944 and as such there seems to be no ground to revise the scales.

In this connection, I have to state that power from Jog for the Hubli Elec. Supply will be made available by the Grid Department in July 1954. The generating sets and other surplus machinery in the Power House will have to be removed elsewhere after the power is received from the Grid Department and some of the staff in the Power House will have to be retrenched immediately. At present 17 persons are working in the Power House for running and maintaining the plants. After power from Jog is made available 10 persons out of the 17 will possibly have to be retained for some time to maintain the machinery in the Power House as some standby arrangement will be necessary for some time. The services of the ten persons will not, however, be required when the plants are removed from the Power House.

If it is decided to bring the existing workcharged establishment on the permanent establishment the cost will that will be required to be borne by Govt. will be in the neighbourhood of Rs. 43,750/- per annum.

Rec'd 5.45 pm 31/8/53.

Electrical Engineer to Govt.

31/8/53

THROUGH:- The Chief Engineer, Elec. Grid Bombay.

The Chief Engineer, is requested to offer his remarks on paragraph 2 of Government letter under reference and transmit the letter to the Chief Engineer, Public Works Department, Bombay immediately.

Advance copy forwarded with compliments to the Chief Engineer, Public Works Department, Bombay for information.

Below confidential letter No.LRN.11/6559 dated 31-8-1953 (with enclosures) from the Electrical Engineer to Government regarding Demand No.2 of the Hubli Electric Supply Employees' Union: Conversion of work-charged posts into permanent ones.

CONFIDENTIAL.

No.E.365/262
Electric Grid Department,
Mercantile Bank Building, Fort,
Bombay, 15th Septr. 1953.

Forwarded with compliments to the Chief Engineer, Public Works Department, Bombay, for disposal with reference to Government letter, P.W.D. Confdl. No.ANG.2052-F, dated the 15th July 1953, addressed to the Electrical Engineer to Government, Public Works Department, Bombay, and copy endorsed to this office. I attach herewith a comparative statement of staff employed in the Hubli Power House under the Electrical Engineer to Government and at Ratnagiri Power House under Electric Grid Department which is self-explanatory. It will be seen from the statement that there are certain extra posts under the Hubli Power House in comparison to the staff employed at Ratnagiri Power House. It is to be recalled that Hubli Power House is larger in size.

Further, the staff employed on the work of Operation and Maintenance of the power houses under the control of this Department except certain staff employed at the following power houses, are borne on regular temporary establishment with benefit of Contributory Provident Fund and their conditions of service will not differ materially even if the posts are converted into permanent ones and as such there will not be any appreciable extra expenditure.

List of staff employed on work-charged establishment.

Sr. No.	Designation.	Scale of pay	Name of the power house.	No.of posts	Total average cost on account of pay and D.A.
1	2	3	4	5	6
		Rs.			Rs.
1.	Chowkidar.	30-1/2-35	Versoda power house	1	Pay 3768 D.A. 3180 6948

P.T.O.

1	2	3	4	5	6
		Rs.			Rs.
2.	Asstt.Driver	46-3-85	Jawhar	2	6948/- say Rs.6950/-
3.	Clerk	46-3-85-EB-4-105	-do-	1	plus Govt.contribution to C.P.Fund Rs.235/- i.e.
4.	Cleaners	30-1/2-35	-do-	2	Rs.7185/- say Rs.7200/-
			Total	6	

The extra expenditure that will be involved on account of conversion of the work-charged establishment into permanent or temporary will be approximately Rs.7200/- per annum.

T. J. Amirtanayagam
Chief Engineer. 14.9/53

CBS/14.9.

P. W. D.
File No. ANG 2052
Serial No. 109930

Conf

127

ANG 2052/109930

P. W. D.
'G'

The Hubli Electrical Supply Employees Union served Govt. with a notice of their intention to go on strike, if the following grievances are not considered favourably :-

(1) Recognition of the Union.

(2) Conversion of work charged posts into permanent ones.

(3) Fixation of pay of workcharged persons with retrospecitve effect.

(4) Decasualization of labour.

The above question have been examined in detail and all requests have been turned down except the one pertaining to the recognition of the Union which is under consideration in D.D./P.& S.D. Perusal in this connection is requested of G.L. No. ANG 2052-F-I, dated the 1-4-53.

2. After discussion with M.(labour) Secy. directed that detailed information regarding the number and categories of workers (by occupation), their pays, allowances and other emoluments, benefits enjoyed by them under the former Hubli Electric Supply Co. Ltd: and as they exist under Govt. should be called for vide G.L. at p.97 ante.

25/9/53

Thro' E.E.K & M Brs.

3. The El. Engr. has since forwarded the statements showing the required information. He nas also forwarded a statement showing emoluments of the staff of the Hubli El. Supply Undertaking, the El. Grid and the private licensees in the neighbourhood. He has stated that the emoluments drawn at present by the Hubli staff as compared with those paid to the staff in other Coys. appear generally to be higher

though ...

though other benefits, such as C.P.Fund, gratuity, medical aid, etc., which are allowed to the staff of the private Undertakings are not enjoyed by the Hubli staff. The emolument drawn by the staff at present are nearly double of those recd. by them before 1944 and there is no ground to revise the scales.

It will be seen from the annexure 'B' that the number of employees employed on workcharged establishment at Hubli is 53. The El.Engr. has stated that power from Jog for the Hubli El. Supply will be made available by the Grid Deptt. in July 1954. After power from Jog is made available, the services of 17 persons, who are at present working for running and maintaining the plants, will not be required. Thus, only 36 persons employed on work-charged establishment are required to be brought on permanent establishment. If it is decided to bring the existing work-charged estabt. on permanent establishment, the cost that will be about Rs. 8,630 per annum. This is of course including the cost of the 17 persons whose services will not be required as stated by the El.Engr. after power from Jog is made available.

The C.E.,B.E.G. has also forwarded a comparative statement of staff employed at the Hubli Power House under the El.Engr. and at the Ratnagiri Power House under the El.Grid. The C.E. has stated that the staff employed at various Power Houses in the Grid, except some few staff, are borne on regular temporary establishment with benefit of C.P.Fund and their conditions of service will not differ materially even if the posts are converted into permanent

ones .....

ones and as such there will not be any appreciable extra expenditure. The C.E. has given pp 125-126 the staff employed on W.C. establishment and has stated that the extra expenditure that will be involved on account of conversion of this staff into permanent ones will be Rs.7,200/- P.A.

4. It may be stated that the general question regarding conversion of work-charged posts in the Deptt. into permanent ones is separately under consideration. It has been proposed to make permanent a portion of only such categories of work-charged posts as are engaged permanently on maintenance and repairs works and which were in existence on 27-2-51 and which were attached to pt. Divisional and Sub-Dnl. charges. Necessary proposals from local officers have since been called for from local officers, vide G.L. No. ESW 1052-E, dated the 19-8-53.

It will thus be seen that the general question regarding conversion of W.C. posts into permanent ones is only in respect of posts attached to permanent Divisional and Sub-Dnl. charges. Recently 80% of the temporary staff has been converted into permanent one. This conversion is also in respect of posts attached to permanent Divisional and Sub-Dnl. charges in the P.W.D. The future of the Hubli Power House has not yet been settled. It is still not finally decided whether the Power House would be permanently retained by Govt. If the W.C. posts at Hubli Power House are brought on permanent establishment, it will be difficult to refuse similar request from other W.C. establishment at other places. It is, therefore, for consideration whether the present proposal may be considered now. If so, it may perhaps be laid down that the W.C. posts at the Hubli Power House, which are required permanently

& or handed over to Govt or to some other private party, though it seems it will be in the interest of Govt to run it as a Govt undertaking ultimately under the Govt control, as it is an revenue earning concern.

and ....

and which are in existance for at least 5 years on 1-1-53 may be converted into pt. ones. If this is agreed to, fresh proposals on this basis will be called for from the El. Engr. and the C.E., B.E.G. As an alternative, it may be considered whether requirements of the case could be met by bringing workcharged posts on temp. estabt. and giving them benefit of Contributory Provident Fund.

S.S./30.9.53

30/9/53

30-9-53.

Secy.

Secy (D)

A comparative statement of total emoluments based on average payscale where a scale is prescribed) is prepared in the pages that follow. It shows that the Hubli undertaking's pay and allowances are more than double the actual pay rates granted by the previous Co. It also shows that the present Govt scale rates compare favourably with payscale rates of Dharwar Co and actual pay rate of Belgaum Co (which last has no payscale) — except in respect of only two categories viz blacksmith and workshop coolies. The margin of payment under Govt is sufficiently high to counterbalance payment of provident fund contribution. Govt does provide medical aid as for all its servants & as required by the Factories Act etc.

v p. 133/135 pa

2 If we make all the present staff at Hubli permanent, additional cost would it seems be 8630 (minus the saving due to refixation of pay with 16⅔ reduction at the time of confirmation). Like liability for good staff may be Rs 7200. But the whole staff need not be confirmed in view of A on p 128.

3 It is for orders whether confirmation issue need be taken up in view of our favourable pay scales. If so, F.S) with have to be first consulted. D.D-S note 8/11 12/11 and

Development Deptt.
'H'

Please see this Deptt. note dt. 20-6-53 examining at p. 91/93 length the demands made by the Union for the purpose of referring them for adjudication and the Minister's note thereon in which he thought that demand No.2 regarding the conversion of work charged posts into permanent ones at Hubli Electric Supply, P.W.D. ~~xx~~ was suitable for adjudication as he was not satisfied with the reasons given by the P.W.D. against it. He, therefore, called Secy., P.W.D. to discuss the same with him and as a result of that discussion, the P.W.D. asked for certain information from the Electrical Engineer to Govt. (vide its letter p. 94 dt. 15-7-53). The Electrical Engineer furnished the necy. p. 123/126 information on 31-8-53, through the Chief Engineer, Electric Grid and the P.W.D. has now noted upon the same p. 127-130 (vide its note dt. 9-10-53). Min.(Lab.) desires that this p. 130 Deptt. should note upon it further.

2. Attention is invited to para.1 of the Secy., p. 130 P.W.D's note dt. 9-10-53 which summarises in brief the benefits enjoyed by the staff of the Hubli Electric Suppl as against those that are admissible to similar staff in other comparable concerns. In view of the more favourable position of the employees of the Hubli Electric Supply in comparison to others, it seems that the demand may not be ~~xx~~ pressed by us. However, on the other hand, it appears that (i) as the cost involved in making the staff permanent is not much (vide para.2 of Secy., P.W.D's p. 130 note dt. 9-10-53) and (ii) as the employees have been serving Govt. for the last eight years (apart from the service they have put in in the previous company) and (iii) as it is likely that the Power House would be permanently retained by Govt. since it is a revenue earning concern, the staff deserves to be made permanent. If this view is accepted, F.D. ~~will have to~~ may be consulted in the first instance.

vide X on p. 69 ante — A

✓ vide note in receipt in the margin p. 129

3. The Union has separately written to Govt. that if final decision is not taken in the matter before 15-10-53, it would advise the workmen of the Hubli Electric Supply to go on strike. The Union will, however, have to serve a fresh notice (it had already served one) for the same as required under the provisions of the Industrial Disputes Act, 1947. In view of this, however, the case may be treated as immediate at all stages until a final decision is taken by Govt. and formal orders are issued thereon.

RW
15.10.53

Apart from 'A' ... work-charged establishment for work of a permanent nature is difficult to justify in principle. D.D. may recommend conversion of staff likely to be required permanently...

15/10

Secy.

19/10

U.O.R.-6 P.W.D. dt.

A.G.15/10

21/10/53

Motor Driver

Secretary

Stenographer

Garden Mali

E. E. & Manager

Acctt. & Hd. clerk

Hd. Bill clerk

Bill clerk

ie clerk.

Relieving clerk.

Power House clerk

Peon

Chargemen

Asstt. chargemen

Helper

Fitter man

Mammarman

P. H. Cleaner

Sweepermen

Street lighter

Fireman

Meter Inspector

—	—	30-2-45	38	39	—	—	—
—	—	150-10-250	55	211	—	—	
—	—	95-5-125	45	114		—	—
—	—	15-1-25	38	21	—	—	
—	—	—	—	—	—	207-80	
—	—	—	—	—	—	108	273
—	—	—	—	—	—	83	
—	—	—	—	—	—	76-3	
—	—	—	—	—	—	74-100	
—	—	—	—	—	—	74-100	
—	—	—	—	—	—	67-130	
—	—	—	—	—	—	68-100	
—	—	—	—	—	—	170	
—	—	—	—	—	—	123	
—	—	—	—	—	—	61-30	
—	—	—	—	—	—	65130	
—	—	—	—	—	—	57-30	
—	—	—	—	—	—	56-60	
—	—	—	—	—	—	73-100	
—	—	—	—	—	—	72-130	
—	—	—	—	—	—	72-60	
—	—	—	—	—	—	81-00	

* Other benefits

(1) C P Fund.
(2) gratuity scheme.
(3) Free medical aid
(4) Working Uniform.
(5) Profits permitting bonus and special accrued dearness allowance.

Turner and Mechanics	60	5	65	55-3-85-4-105	45	83	—
Mason	25	—	25	—			
Office Boys	(1) 12 (2) 10	4 4	16 14	30-1/2-35	35	34	30-
Head clerk	—	—	—	92-8-140	50	127	
Wireman	—	—	—	52-3-85	49	72	52-
Firemen	—	—	—	40-1-50	39	47	—
Asst. Engine Fitters	0-15-0 per day	—	—	55-3-85	45	73	55-
Engine coolies	0-12-0 "	—	—	30-1/2-35	35	34	
Blacksmith	0-7-0 "	—	—	45-1-50-2-70	35	59	45-
Lathe Turner	1-4-0 "	—	—	55-3-85-4-105	45	83	55-
Store coolies	0-6-0 "	—	—	30-1/2-35	35	34	30-
Workshop coolies	0-6-0 "	—	—	30-1/2-35	35	34	30-1
Carpenters	0-8-0 "	—	—	2-11-0	—	—	
Pump Attendants	—	—	—	40-1-50	35	47	4
Watchmen	0-7-0 "	—	—	30-1/2-35	35	34	
Sweeper	0-6-0 "	—	—	30-1/2-35	35	34	
Coolies	0-6-0 "	—					
Mechanics	0-8-0 "	—					
~~[illegible]~~	~~[illegible]~~	—					
Gardner	0-7-0 "	—					
Power House Asstts.	0-8-0 "	—					

Lathe cooly

Elect. Engr.

Street Lights Inspector

	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—
2-35	35	34	(1) 25-1/2-40	~~26~~ 38	31	—	—	—
			(2) 15-1-25	~~24~~ 37	21			
	—	—	—	—	—	—	—	—
-85	49	72	45-3-60	38	-55	—	—	—
	—	—	—	—	—	—	—	—
55-4-105	45	83	—	—	—	—	—	—
	—	—	15-1-30	~~22~~ 37	-23	—	61-30	
-75	35	62	60-2-80	45	-72	—	91-30	
55-4-105	45	~~45~~ 83	30-3-80	45	-57	—	81-130	
2-35	35	34				—	61	
35	35	34	25-1½-40	38	34	—	—	—
		—	25-2-40	38	35	—	—	—
50	35	47	30-2-45	38	39	—	—	—
			20-1-30	38	26	—	59-30	
	—	—	15-1-25	37	21	—	—	
	—	—	200-15-350	60	292	—	—	
	—	—	30-2-45	38	39	—	—	

	Hubli 1944			Hubli 1953			
Category	Pay drawn	Allces.	Total Pay	Pay scale	Allces.	Total monthly average of pay exclusive of allowances	Pay
1	2	3	4	5	6	7	
Accountant	225	-	225	-	-	-	-
Engineer	125	-	125	-	-	-	-
Power House Supdt.	80	-	80	140-10-270	55 (Rent free Qrts)	215	-
Hostt Engr	60	-	60	100-12-208-EB-352-460	60 (Rent free Qrts)	240	100
Asstt.	(1) 55	5	60	46-3-85-4-105	45	77	46
	(2) 32	6	38				
	(3) 30	5	35				
	(4) 28	6	34				
Cashier	40	5	45	75-4-140-10-150	45	113	9
Typist	26	16	42	-	-	-	-
Asst Clerk	20	2	22	-	-	-	-
Collector	27	3	30	-	-	-	-
Peon	20	4	24	-	-	-	-
Asstt.	17	4	21	75-4-140-10-150	45	113	70
Head Driver	70	5	75	92-4-120-5-150	50	121	-
Oilman	20	7	27	40-1-50	35	47	4
Drivers	(1) 25	5	30	60-4-100	45	84	
	(2) 22	2	24				
	(3) 20	7	27				
	(4) 20	5	25				
Switch Board Asstts.	(1) 20	4	24	52-3-85	45	72	
	(2) 18	4	22				
	(3) 15	4	19				
Cable Jointer	32	3	35	55-3-85	45	73	
Line Inspector	32	3	35	80-4-120-5-150	49 (Rent free Qrts)	118	
Lineman	21	4	25	52-3-85	45	72	
Asstt. Lineman	17	4	21	-	-	-	
Meter Tester and Draftsman	21	4	25	46-3-85-4-105	45	77	

2. Geol			Dharwar *			Belgaum		
scale	Allces.	Total Monthly average of pay exclusive of allowances	Pay scale	Allces.	Total monthly average of pay including allowances	Pay scale	Allces.	Total pay drawn
5	9	10	11	12	13	14	15	16
	—	—	80-3-100	45	93	No pay scale	96	2??
	—	—	—	—	—	— Do —	—	—
	—	—	200-25-350	100	298	— Do —	—	—
5-140-10220 700			120-5-175	65	162	— Do —	—	—
85-4-105	45	77	(1) 80-3-100 (2) 40-2-80	45 45	93 60	— Do —	67	
6-140	50	107	80-3-100	45	93	— Do —	91-60	
	—			—	—	— Do —	82-10-0	
	—	—	—	—	—	— Do —		
	—	—	—	—	—	— Do —	81	
	—	—	—	—	—	— Do —	—	
100-6-140			—	—	—	— Do —	101	
150								
	—	—	60-3-80	45	73	— Do —	—	
1-50		47	15-1-25	~~24~~ 37	21	— Do —	60-130	
4-100		84	(1) 30-3-80 (2) 30-2-50	45 38	57 42		70-10-0 66-10-0 67-00	
3-85		72	30-2-50	38	42		75-30 77-6-0 56-30	
3-85-4-105			—	—	—	—	—	
—	—	—	60-3-80	45	73	—	—	
3-85		72	30-2-45	~~75~~ 38	39	— Do —	98-130	
—	—	—	—	—	—	— Do —	88-00	
	—	—	—	—	—		(1) 71-10 (2) 88-130	

Hubli Electric Supply Employees' Union, Hubli.

To

The Honourable Minister,

For Labour & Industries, Bombay State,

Bombay.

Subject :- Dispute between Hubli Electric Supply, Public Works Department and the Workmen employeed under it .

Sir,

In continuation of my letter dated 28-5-1953 regarding the subject mentioned above, I regret to say that no steps have so far been taken to settle the dead-lock inspite of the fact that the conciliation proceedings were declared to have failed nearly eight months back .

The Union, as it is wedded to the principle of achieving its object by peaceful means without any drastic step, did not precipitate the action immediately. But, for that also. there is some limit and I hope you will agree with this . The workers have patiently waited for so long a time and it would not be in the fitness of things to ask them to wait any longer. So, the Union has already adopted a resolution expressing its regret towards the indifference of the Government in solving this problem and authorising me to take all necessary steps to declare a strike .

Before I take this momentous step, I would like to request you once again to take immediate steps in the solution of this dispute. I would also like to impress upon you that this is the last opportunity given to Government In case Government does not take any concrete steps in the matter before 15th October 1953, I would be compelled to advise the workers to go on strike and the whole responsibility would be on the Government. If you were to go through the whole correspondence regarding this subject I am sure that you will be convinced of the fact that it is the Government which is forcing the peaceful workers to go on strike and workers are not to be blamed at all in this affair.

I am really sorry to say this, when there is a Congress ministry in the State . I am only placing before you the true picture of the local situation and I have the least intention to give any threat to Government .

Hope this would receive your immediate attention.

Yours faithfully,

S. B. Dwoyne

President,
Hubli Electric Supply Employees' Union, Hubli.

19th September 1953.

Copies forwarded with compliments to : -.

1. The Hon'ble Chief Minister with a request to kindly take immediate and necessary action in the matter
2. The Secretary, To Government, Labour Department for information and necessary action .
3. Shri. G. D. Ambekar, President I.N.T.U.C. Bombay Branch, for information and necessary instructions.
4. The Secretary to Government, Public Works Department, Bombay for information.
5. The General Secretary, I.N.T.U.C.New Delhi,
6. The General Secretary, I.N.T.U.Co.,Karnatak Branch,Hubli.
7. Dr. N. S. Hardikar, M. P., New Delhi.

142

23/9

24/9

23/9

23/9 23/9

ANG-205

22-9-55

F. 143 ANG2052
111370.
PWD

GB.

Submitted.

xANG2052/1099302. This Deptt papers on the subject are under submission separately. Main question under consideration in those papers is the conversion of the work charged employees under Public Electric Supply, P.W.D into permanent ones. The Elect Engr and the CE, P&E-I has furnished the requisite statements etc for consideration of the question.

Submitted to D.S through E.B.Rs. on 25/9/55

3. The President, H.E.S.E. Union, in his letter within, states that if concrete steps are not taken by Govt in the matter before 15/10/55, the workers will be advised to go on strike.

(Thro' E.Br)

Subject to SKW 28/9/55
28/9
D.S

E.Br

The main papers are submitted

Secy.

6/1111

herewith as a linked case

30/9/53

30/9/53

DS

Secy.
(has seen on 9/10/53)

Secy. (15/10/53)

9/10/53

Secy wafar
(PS spoken)

SRW spoken
19/10/53

18/10/53

ANG 2052
123283.
PWD

GPn.

Submitted with ref to the
-p127-130
O.N dated the 9/10/53

(Thro EPn®)

PWn
21/10/53

® For further action vide note at p.127-130 DS.

Shelgaonkar 21/10

p 126

2. As stated in para. 3 of the O.N. dated the 30-9-53, out of 53 employees employed on W.C. establt. at Hubli Power House, only 36 are required to be brought on the establt. As this staff is likely to be required permanently it may be brought on the establt. The F.D. may see no. GOI concurrence the categories of posts to be made pt. may be decided after consulting the El. Engr. The F.D. may be requested to treat the matter as immediate.

Yes. MVR

A.

3. As regards Grid P.H. staff, it may be stated that recently it was proposed to convert some of the temp. posts in the El. Grid Deptt. into pt. ones. The F.D. has however, advised that the proposals may be rptd. to the Committee appointed to review the Grid Organisation. If approved, the proposals in these papers req:

workcharged

Conversion ~~but~~ of the Grid S.H. staff into Pt. one may also be rtd. to the Committee for its recommendations.

CRL
21-10-53

Edition

The Hubli staff may be considered immediately. (Grid staff may be referred to the Committee). The matter is urgent as a strike notice is received & strike day is fixed on the 4th Nov. Since the matter is immediate, case is marked to Secy/FD.

WKD
23/10

Secy

Can we make permanent for the duration of employment in this company which is a special undertaking.

FD
23/10/53

Secy/FD.

FA & CAO - orders immediately & submit for approval. to WKD 26/10 some by tomorrow.

C C
26/10

Sent with pleasure
10
26-53

145

FORM VII.
(See Rule 27).

Form of Notice of strike to be given by employee(s) in a public utility service.

Name of the Union. . . . . The Hubli Electric Supply Employees' Union, Hubli.

Address. . . . . The Hubli Electric Supply Employees' Union, Hubli.

Dated the 20th day of October 1953.

To
The Deputy Engineer,
Hubli Electric Supply, P.W.D.,
Hubli.

Sir,

In accordance with the provisions contained in Sub-Section (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby give you Notice that I propose to call a strike on 4th November 1953 for the reasons explained in the annexe.

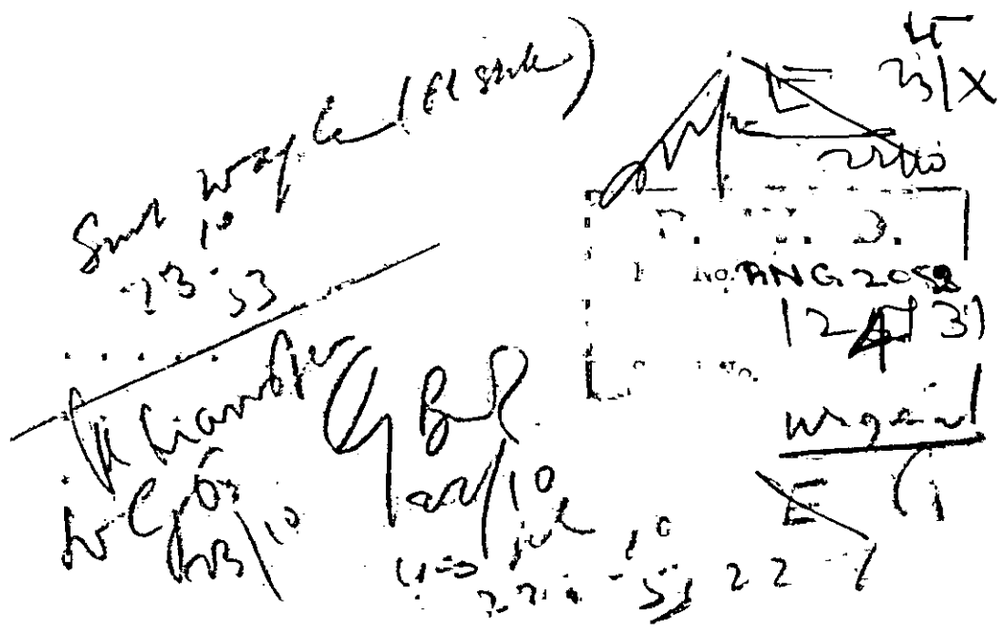
Yours faithfully,

S.B. Deshpande

PRESIDENT,
The Hubli Electric Supply
Employees's Union, Hubli.

Copy to:-

1. The Honourable Minister for Labour Department, Bombay.
2. The Honourable Minister for Public Works Department, Bombay.
3. The Secretary to Government, Public Works Department, Bombay.
4. The Secrtary to Government, Labour Department, Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Government, Public Works Department, Bombay.
7. The Executive Engineer, Bombay Electrical Division, Public Works Department, Bombay.
8. The General Secretary, I.N.T.U.C., Central Office, New Delhi
9. The ~~General Secretary~~ President, I.N.T.U.C.Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.



3-149

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

A N N E X E.

Whereas the conciliation proceedings have failed and the Conciliator has intimated the Govt. accordingly and since the Govt. has not referred the dispute to arbitration or to any competent authority, within six weeks from the date of the submission of the report of the failure of Conciliation, it is deemed necessary to give this notice.

Out of the four demands made by the Union two were amicably settled during the course of the Conciliation. The following two demands are still pending settlement. They being vital ones, the Union cannot forgo them. They are in the best interest of workers and hence for the fulfilment of these demands, the Union has to call on strike, if need be. Before issuing this notice, the Union has tried all its ways for their settlement by negotiation. Having failed in this, the Union has been compelled to issue the notice of strike.

Demand No.2.

"Conversion of Workcharged Establishment to Permanent Establishment, and the Employees covered by this conversion to enjoy all the benefits, available to persons belonging to permanent cadre, such as allowances, Provident Fund leave etc."

Demand No.3.

"All those employees who were in the service of the Hubli Electric Supply, P.W.D., Hubli on or about 1-1-1947, and whose pay scales were fixed in the year 1949 should be placed in the prescribed scales of pay with retrospective effect from --- 1-1-1947 like other employees of this supply and their increments etc., should be granted accordingly."

H U B L I.)
)
20-10-1953.)

15T

HUBLI ELECTRIC SUPPLIERS' EMPLOYEES' UNION.

To

The Deputy Engineer,
Hubli Electric Supply, P.W.D.,
H U B L I.

Sub:-Dispute between the Hubli Electric Supply P.W.D. and the workmen employed under it.
Demand for adjudication - Notice of strike.

Sir,

In continuation of the strike notice issued herewith, I have to state as under:-

The Conciliation proceedings regarding the demands of the Union having finally failed, the usual course left was to refer the matter either to adjudication or to arbitration. Neither you nor the Govt. took any steps in respect uptil now and hence the necessity to issue this notice.

In issuing this notice, the Union has not at all taken a hasty step. This can be seen from the fact that it has made several representations to the concerned authorities even to the Hon'ble Ministers of Bombay State, both in writing and in person and I regret to say that they bore no useful effects. Not only that, but the Govt. has not even given a decisive reply. This indifferent attitude of Govt. has created utmost discontent amongst the members of the Union.

The Union has affirmed and is still affirming its faith in the fulfilment of its objects by peaceful means. With this in view, the Union has waited so long for the solution of the deadlock. But now I find that the dead-lock cannot be settled unless a stiffer attitude is taken by the Union. Taking all these facts into consideration, the Union approached the Hon'ble Minister for Labour and Housing Dept. Bombay State, Bombay, giving him one month's time i.e. upto 15th October 1953. This is only one more honest attempt on the part of the Union to settle the matter by peaceful means. Even this has unfortunately failed.

Having no source left, the Union has been driven to issue this notice of strike as a last weapon. Even in doing so, the Union does not feel happy. But at the same time it does not tolerate the unwanted injustice and undue repression on its members. We do realise the inconvenience to be caused to the public as a result of the cession of work, but we are quite helpless. It is for the Govt. also to look to this point.

Looking to all these, I wish to impress upon the Govt. that it is they who are compelling the Union to go on strike and hence the responsibility for this unhappy incident completely rests on the Government.

I fervently hope that Govt. will not allow this unfortunate thing to happen and settle the matter amicably either by settling the matter themselves or by referring the same to adjudication.

H U B L I.
20th October, 1953.

Yours faithfully,

S. B. Desai

President,
Hubli Electric Supply
Employees' Union.

7-153

ANG 2052

P. W. D.

Note dated the 23-10-53 of the Secretary P.W.D. on the letter dated the 20-10-53 from the President, Hubli Electric Suppliers Union regarding notice of strike which is to take place on the 4-11-53.

IMMEDIATE.

The whole case has been noted upon in detail and submitted to Minister (Labour) as directed by him. Minister (Labour) was considering his advice in the matter. The acceptance of adjudication on any of the demands in dispute would depend on the advice of Minister (Labour). Meanwhile, the above call for strike has been given notice of. The strike date is fixed on 4th November next. Minister (Labour) had an intention of advising Shri Devapur not to precipitate matters. Secretary, D.D., may kindly expedite the necessary advice to Shri Devapur not to precipitate matters (and may also obtain Minister (Labour)'s advice on the main file and pass it on to P.W.D. to facilitate early action in P.W.D.

A

Since received and dealt with separately. Case under U.O.R. to F.D.

Id/- N.K.D.
26/10.

Id/- N.K.D.
23-10.
Secy.

2,KSN/24.10.53.

Secy D.D. with ref. to A.

GR.

This is a p1-5 copy of the strike notice given by the President, Hubli Electric Supply Employees Union for fulfillment of the demands mentioned at p-3 ante. The strike date has now fixed on 4/11/53.

2. It may be stated in this connection that request No. 3 has already been turned down in the past and it is not proposed (p 12) to reconsider the same.

As regards request No 2. it may be stated that the question of converting some of the workcharged establishment of the Hubli El. Supply into permanent establishment is under consideration

x ANG 2052/123283 of Govt. and the papers on the

Subject have been submitted to Secy. T-D today. A copy of a similar reference has been sent to Secy. D-D. today for expediting the necy advice to Shri Devaprasad not to precipitate matters as indi ~~copy of the dated 1st~~ Secy.'s ~~in this~~ p7 note ~~within~~ dated 23/10/53

3. It is for consideration whether the President may be informed that the question of converting some ~~of~~ work charged establishment of the Public Supply into permanent is under the consideration of Govt.

(This ER)

SKW 24/10/53

24.10.53

26/10/53

26/10/53

Elec Engr may be requested to see me. Main case since received back. Secy PC issue orders on it at once & send ~~Letter~~ to the Union ~~ask it to desist from [illegible] issue of Notice~~

DS.

MD 26/10

ANG 2052
123283.
PWD

GPn.

Resubmitted with ref. to Secy's notes dated the 26/10/53 at pl46, 156 and pl59-161.

2. The necy. draft put up for approval, may issue

The Elect. Engr to Govt. has been informally requested to see the Secy., P.W.D. in connection with this case. It is therefore

for consideration whether para 3 of the audit at p 160-161 post- may stand.

SKW 27/10/53 (Thro' ERn)

Chf 27.10.53 × reg. para 3 of the draft GL and audit

27/10/53 Secy

ERn Remounted.

2. As verbally directed by Secy., a revised draft at p 163-165 in lieu of the one at p 159-161 post is put up for approval.

SKW 27/10/53 (Thro' ERn)

27/10 27/10

28/10/53 Secy

159

ANG 2052
123283
P.W.D
B.C (B'bay Nos)
Oct '53

Immediate.

~~Confidential~~

No. ANG 2052-G.

To

The President
Hubli Elect. Supply Employees
Union, Hubli.

Sub:- Demands of the Hubli Electric Supply Employees' Union.

Sir,

Ref:- Your letter dated the 20/10/53, addressed to the Deputy-Engineer, Hubli Electric Supply, P.W.D, Hubli. P151.

2. I am directed to inform you that Govt. has decided to convert some of the workcharged posts on the establishment of the Hubli Elect. Supply Undertaking, Hubli, into permanent and pensionable ones. Details regarding

the posts are being worked out and final orders in the matter will be issued as early as possible.

3. Your request to give effect to the revised pay scales from 1/1/47, cannot, it is regretted, be granted.

Yours faithfully,

DANIEL.

S.S. to Govt
P.W.D

Copy forwarded to:—

The D.D.,

The Elect Engr. to Govt. with ref. to his letter No. P123 LRN II/6559, dated the 31/8/55.

2. Out of the 53 workcharged posts on the establishment of the Hubli Elect. Supply Undertaking Govt. has decided to convert 46 posts into permanent and pensionable ones. omitting 14 posts which are not required on a permanent basis as reported by him in para 2 of his letter referred to above

ANG2052
12.3283

The Elect. Engr: is, therefore requested to furnish immediately information regarding the No. of each category of these 36 posts which are required to be made permanent.

3. The Elect. Engr. is also requested to see the Secy. to the G.A.D., P.W.D. (He has seen me immediately in connection with this case)

27/10/55

ANG 2052
123 of 53.

P.W.D.
B.C(B'bay Xtn)
27th Oct's3

Immediate

No. ANG 2052-G.

To

The President,
Hubli Elect. Supply Employees
Union, Hubli.

Sub:- Demands of the Hubli
Elect. Supply Employees' Union

Sir,

Ref:- Your letter dated
the 20/10/53, addressed to the
Deputy Engineer, Hubli Electric
Supply, P.W.D., Hubli.

2. I am directed to inform you
that at present there are 53
work-charged posts on the
establishment of the Hubli
Elect. Supply Undertaking, Hubli
Out of these, 36 posts are
required permanently and Govt.
has accordingly decided to

convert these 36 posts into permanent and pensionable ones The remaining 17 posts held by the persons who are working on the Power House for running and maintaining the plants are not proposed to be converted into permanent ones as these posts will not be required after the power from Jog Power House becomes available by about July '54. Details of 36 posts are being worked out and final orders will be issued as early as possible.

3. Your request to give retrospective effect from 1/1/47 to the revised pay scales sanctioned for the staff of the Kudli Elect. Supply Undertaking, cannot it is regretted be granted.

Yours faithfully

D/f: Nil
A/S. to Govt. and

ANG 2052
123283

Copy forwarded to:—

The D.D.

The Elect. Engr. to Govt. (with ref. to his letter No LRN II/6559, dated the 31/8/53) for info.

2. The Elect. Engr. is requested to furnish immediately info regarding the No. of each category of 36 posts on the work charged establishment of the Public Elect. Supply Undertaking decided to be

made permanent and pensionable ones.

slw
27/10/53

BN
27/10/53.

Issue circular as per ft 163-166 as amended to-day without fail. Also letter (Clerk Assam Dte)

Shri D 27/10/53.

27/X.

167

IMMEDIATE.
No.ANC 2052 G.

Public Works Department,
Bombay Castle (Bombay No.1)
27th October 1952.

From

The Assistant Secretary to the Government of Bombay, Public Works Department.

To

The President,
Hubli Electric Supply Employees' Union,
Hubli.

Subject:- Demands of the Hubli Electric Supply Employees' Union.

.....

Sir,

Reference: Your letter dated the 20th October 1953, addressed to the Deputy Engineer, Hubli Electric Supply, Public Works Department, Hubli.

2. I am directed to inform you that at present there are 53 work-charged posts on the establishment of the Hubli Electric Supply Undertaking, Hubli. Out of these 36 posts are required permanently and Government has accordingly decided to convert these 36 posts into permanent and pensionable ones. The remaining 17 posts held by the persons who are working on the Power House for running and maintaining the plants are not proposed to be converted into permanent ones as these posts will not be required after the power from Jog Power House becomes available by about July 1954. Details of 36 posts are being worked out and final orders will be issued as early as possible.

Yours faithfully,

Assistant Secretary to the Government of Bombay, Public Works Department.

Pre-audit copy issued. 27.10.53.

D.A.- Nil.

Copy forwarded to -

the Development Department,
the Electrical Engineer to Government (with reference to his letter No.LRN 11/6559, dated the 31st August 1953),

for information.

'5.
DDD.
27/x/53.

28.10.53

2. The Electrical Engineer is requested to furnish immediately information regarding the number of each category of 36 posts on the work-charged establishment of the Hubli Electric Supply Undertaking decided to be made permanent and pensionable ones.

STATEMENT SHOWING THE DETAILS OF WORKCHARGED POSTS TO BE BROUGHT ON TO THE PERMANENT ESTABLISHMENT WORKING AT THE HUBLI ELECTRIC SUPPLY, P.W.D. HUBLI.

Sr. No.	Name of the post to be brought on the permanent establishment	No. of posts required to be brought on the permanent establishment.	Scale of pay	Remarks.
			Rs.	
1).	Mechanical Supervisor	1	100-12-208-E.B.12-352-E.B.12-460.	The post on workcharged establishment has been designated as Electrical Supervisor but it is required to be designated as Mechanical Supervisor.
2).	Senior Account Clerk	1	100-8-140-10-150	A post of Sr. Clerk exists on workcharged Estt. which is proposed to be converted into that of Senior Accounts Clerk
3).	Line Foreman	1	80-4-120-5-150	
4).	Wireman	1	52-3-85	
5).	Line-man	1	52-3-85	
6).	Electric Fitter	1	55-3-85	
7).	Switch Board Operators	3	52-3-85	
8).	Cashier	1	75-5-140-10-150	
9).	Tracer	1	46-3-85-4-105	
10).	Clerks	4	46-3-85-4-105	
11).	Meter Reader	1	46-3-85-4-105	
12).	Store Keeper	1	75-5-140-10-150	
13).	Peons	3	30-1/2-35	
14).	Fusemen	2	40-1-50	
		10	30-1/2-35	

~~15).~~	Mazdoors		
16).	Pump Attendent	1	40-1-50
17).	Black-smith	1	45-1-50-2-70
18).	Turner	1	55-3-85-4-105
19).	Workshop Mazdoor	1	30-1/2-35
20).	Watchmen	2	30-1/2-35
21).	Store-Mazdoor	1	30-1/2-35
22).	Sweeper	1	30-1/2-35

Electrical Engineer to Govt.

191

IMMEDIATE.

17 No.LRM.11/ 9009 of 1953.
P.W.D.offices, Churchgate Street,
Fort, Bombay, 1. 31st OCTOBER 1953.

To

The Chief Engineer,
Public Works Department,
Bombay.

Subject:-Demands of the Hubli Electric Supply Employees Union.

.....

Reference:-Government Letter, Public Works Department, No.ANG-2052 G dated the 27th October 1953.

2. I have to state that the 17 posts which will be surplus to the requirements after the Power from the Electric Grid is received at Hubli will be as under:-

Serial No.	Catogories	No.of posts.	Establishment on which borne at present.
1.	Mechanical Assistant.	1	Work-charged Establishment.
2.	Electric Mechanics.	2	
3.	Engine Drivers.	1	
4.	Oil men	4	
5.	Electric Fitter	1	
6.	Engine Fitter	1	
7.	Porters.	4	Daily Muster Roll.

3. It will be seen from the above that out of the 53 posts on work-charged Establishment, 13 posts will be surplus and the remaining 40 posts will be required to be brought on to the permanent Establishmen The 4 posts of Porters on daily muster roll will be retrenched automatically when Grid supply is received.

4. The details of the 40 posts to be brought on the Permanent Establishment are given in the accompanying statement.

5. In this connection, I have to state that at present there is a post of Senior Clerk in the grade of Rs.92-8-140 sanctioned on the work-charged Establishment for the Hubli Electric Supply which has been agreed to be converted into that on the Permanent Establishment The work in the office of the Deputy Engineer, I/c.Hubli Electric Supply has increased since the installation of the additional sets in the Power House and the same is still increasing day by day. All the ministerial work is being supervised by the Senior clerk. In order to run the office smoothly and to supervise and check the work done by office Establishment, a person with higher status and scale is necessary. A proposal for converting the existing post of Senior clerk into that of Senior Accounts clerk was under consideration of this office since long. In this connection, it may be stated that Government has sanctioned some posts of Senior Accounts clerks in other Circles for heavy Sub-Divisions vide Government Resolution, Public Works Department, No.7173/36 IV dated the 21st May 1947. A post of Senior Accounts Clerk in a concern like Hubli is considered quite necessary and hence it is requested that the existing post of Senior Clerk may be converted into that of Senior Accounts clerk in the scale of Rs.100-8-140-10-150. There will be no much additional expenditure to Government in sanctioning the above post. The post of Senior Clerk has, therefore been designated as Senior Accounts Clerk in the accompanying statement.

6. Similarly a proposal for converting the existing post of Electrical Supervisor on work-charged Establishment into that on the temporary Establishment and to change the designation viz., Electrical Supervisor into that of Mechanical Supervisor has been submitted to Government under this office letter No.G.55/8894 dated the 29th October 1953. The post of Electrical Supervisor on work-charged Establishment has, therefore, been designated as Mechanical Supervisor in the statement referred to in paragraph 4 above. No additional expenditure will be involved in the proposal.

7. Early orders are requested.

Electrical Engineer to G

L.C. Encl: Statement.

172

Still.

317

ANG-2052

128295

ANG 2052
128295
PWD

GPR

Submitted with ref. to G.O. No. ANG 2052 - G., dated the 24/10/55. p167

- To deal with further
31/10/55

Rev 3.30 pm 31/10/55 DS.

(Thro' E.P.R.)

pp 145-146

Secy.

It has been decided that out of the existing 53 work-charged posts on the estabt. of the Hubli El. Supply Undertaking, 36 posts should be converted into permanent and pensionable ones. This decision of converting only 36 posts into permanant ones was taken on the basis of El. Engr's letter p123 dated the 31-8-1953 wherein he had stated that 17 posts held by the persons who are working on the Power House for running and maintaining the plants will not be required after the power from Jog Power House becomes available. The El.Engr.to Govt. has now p171 reported that these 17 posts include 4 posts of porters on daily muster roll and will be retrenched automatically when Grid supply is recd. Thus out of the 53 posts on work-charged estabt., 13 posts will be surplus when power from Jog becomes available and the remaining 40, and not 36 as decided earlier, will be required to be converted into permanent and pensionable ones. The El.Engr. has furnished the details p169 of the 40 posts to be brought on permanent estabt. Since the principle reg. confirmation of staff likely to be required permanently has been accepted, the El.Engr's revised proposal of conversion of 40 posts on work-charged estabt. into permanent ones may be accepted. These posts may be made permanent with effect from the date of orders.

2. ...

2. The El.Engr. has also made the following additional proposals :-

(a) The existing work-charged post of senior clerk in the scale of Rs.92-8-140 may be converted into that of Senior Accounts Clerk in the scale of Rs.100-8-140-10-150 and be made permanent along with other work-charged posts.

(b) The existing post of Electrical Supervisor on Work-charged estabt. may be designated as Mechanical Supervisor in the same pay scale.

The El.Engr's proposal at (a) above is a new one which will have to be considered on merits as it involves addl. expdre. to Govt. The Union is also pressing for issue of orders reg. confirmation. This addl.proposal may not therefore be mixed up with the present issue and be considered later after calling detailed justification for the proposal from the El. Engr. The proposal at (b) above is only a change of designation of the existing post and no addl. expdre. is involved. The proposal may perhaps be accepted.

3. The drafts bb177-178 put up may issue, if approved.

2-11-53

Thro' X.Br.

4. The change over from work-charged estabt. into permanent estabt. requires to be brought to the notice of the L.A. As such, the approval of the E.P.C. will be required. The papers may therefore be submitted to E.P.C.

5. As the changeover also constitutes a new service, the expdre.during the current year which will be approximately Rs.15,000/- will have initially to be met by with-drawal from the Contingency Fund. Necy. supply. demand to recoup the amount withdrawn from the C.F. will be obtained during the next Session of the Assembly.

31/11/53

PSM. 2/11/53.

Please orders at p. 132 & Secy FD's agreement at p. 146. We shd adhere to what is decided & make no innovations at this stage

Secy. Secy, F.D. 4 (P.W.D.)

3/11

M Lab (who wishes to see EPC 14 file)
M P.W.D.

175 ANR 2052

129302

E.B PWD

Please see note on the linked file

9-11-53

Scy. M(Lab) E.P.C. M.(P.W.D.)

On further examination, I have proposed in the linked file that 40 persons shd be made permanent (as was the intention, though Elec Engr had expressed it in somewhat confused fashion), as shown on p. 169.

9/11

Dy Scy FD wanted authenticated case

CA

Dy Scy/FD

E P C

M Lab

M P W D

22/11

25/11/53

No. LRM.11/9088 of 1953-54.
P.W.D.Offices, Churchgate Street,
Fort, Bombay(1) 3-4 November 1953

To

The Chief Engineer,
Public Works Department, Bombay.

Subject:- Demands of the Hubli Electric Supply Employees Union.

Reference: This office letter No.LRM.11/9009 dated the 31st October, 1953.

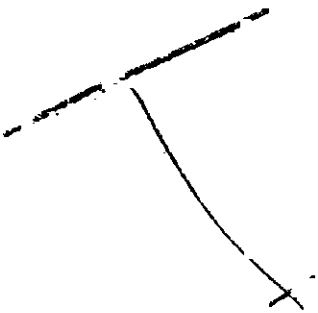
2. Further to my above letter, I have to state that, as Government have already decided to make 36 posts permanent at Hubli, the following 4 posts from the statement submitted with my letter referred to above may be dropped for the present. This will bring the total number of posts to be made permanent to 36:-

Item No.20 of the statement.		Watchmen ...	2 Nos.
Item No.21	" "	Store-Mazdoor ..	1 No.
Item No.22	" "	Sweeper ...	1 No.

Electrical Engineer to Govt.

P/3/11.

E
5/11
I. W. D.
File No. ANC 2052
Ital No. 129802



Accompaniment to Government Letter, Public Works Department, No.ANG 2052 E, dated the November 1953.

Srl. No.	Name of the post to be brought on the permanent establishment.	No. of posts to be brought on the permanent establishment.	Scale of pay.
1	2	3	4
			Rs.
1.	Electrical Supervisor.	1	100-12-208-E.B.-12-352-E.B.-12-460.
2.	Senior Clerk.	1	92-8-140
3.	Line Foreman.	1	80-4-120-5-150.
4.	Wireman.	1	52-3-85.
5.	Line-man.	1	52-3-85.
6.	Electric Fitter.	1	55-3-85.
7.	Switch Board Operators.	3	52-3-85.
8.	Cashier.	1	75-5-140-10-150.
9.	Tracer.	1	46-3-85-4-105.
10.	Clerks.	4	46-3-85-4-105.
11.	Meter Reader.	1	46-3-85-4-105.
12.	Store-Keeper.	1	75-5-140-10-150.
13.	Peons.	3	30-1/2-35.
14.	Fuseman.	2	40-1-50.
15.	Mazdoors.	10	30-1/2-35.
16.	Pump Attendent.	1	40-1-50.
17.	Black-smith.	1	45-1-50-2-70.
18.	Turner.	1	55-3-85-4-105.
19.	Workshop Mazdoor.	1	30-1/2-35.
20.	Watchmen.	2	30-1/2-35.
21.	Store-Mazdoor.	1	30-1/2-35.
22.	Sweeper.	1	30-1/2-35.
		40	

2-11-53

PSM.2/11/53.

177

Letter.

No.ANG 2052 E.

Public Works Deptt.,
B.C.(Bombay No.1),
26th Novr.1953.

To

The El.Engr.to Govt.

Subject :- Conversion of work-charged posts on the establishment of the Hubli El.Supply Undertaking into permanent and pensionable ones.

Ref.: Corres. ending with your letter, No.LRM 11/9009, dated the 31-10-1953.

2. The Govt. of Bombay is pleased to direct that the existing work-charged posts on the estabt. of the Hubli Electric Supply Undertaking as shown in the accompanying list should be converted into permanent and pensionable ones with effect from the date of these orders.

3. The post of the Electrical Supervisor shown at Serial No.1 in the accompanying list should hereafter be designated as Mechanical Supervisor in the same pay scale. The cost involved should be debited to the head "XLI-Receipts from Electricity Schemes-Deduct working expenses". The expdre. during the current year should be met out of an advance of Rs.15,000/- from the Contingency Fund. Necy. supplementary demand to recoup the advance will be obtained at the next Session of the Legislative Assembly.

By order and in the mame of etc.

Dy.Secy.to the Govt.of Bombay,
P.W.D.

D.A.-List.

Copy forwarded to -
the F.D.,
the D.D.,
the C.E.,P.W.D.(Irrign.),
-do- (Roads and Bldgs.),
the A.G.,Bombay (thro' the F.D.),
the Ex.Engr., Bombay Elecl. Dn.,

for information.

2-11-53

Letter.

No.ANG 2052 E.

Public Works Deptt.,
B.C.(Bombay No.1),
26th Novr.1953.

To

The El.Engr.to Govt.

Subject :- Conversion of work-charged posts of the Hubli El. Supply Undertaking into permt. and pensionable ones.

671

Ref.: Para.5 of your letter, No.LRM111/9009. dated the 31-10-1953.

2. It has already been decided that the existing work-charged posts on the estabt.of the Hubli El.Supply Undertaking should be converted into permanent and pensionable ones. Orders in the matter are being issued separately. Your proposal to convert the existing post of Snr.Clerk into that of Snr. Accounts Clerk is a new proposal and has to be considered on merits. I am accordingly to request you to submit your proposal in greater details in due course stating as to how the work was being done by the Snr.Clerk upto now and the necessity of converting post into that of Snr.Accounts Clerk giving at the same time the ~~xxxx~~ addl. cost that will be required to be borne by Govt.

By order and in the name of etc.

Dy.Secy.to the Govt.of Bombay,
P.W.D.

D.A.-Nil.

2-11-53.

ISSUED

PSM.
2/11/53.

Accompaniment to Government Letter, Public Works Department No.ANG 2052 E, dated the 26th November 1953.

Srl. No.	Name of the post to be brought on the permanent establishment.	No. of posts to be brought on the permanent establishment.	Scale of pay.
1	2	3	4
			Rs.
1.	Electrical Supervisor.	1	100-12-208-E.B.-12-352-E.B.-12-460.
2.	Senior Clerk.	1	92-8-140
3.	Line Foreman.	1	80-4-120-5-150.
4.	Wireman.	1	52-3-85.
5.	Line-man.	1	52-3-85.
6.	Electric Fitter.	1	55-3-85.
7.	Switch Board Operators.	3	52-3-85.
8.	Cashier.	1	75-5-140-10-150.
9.	Tracer.	1	46-3-85-4-105.
10.	Clerks.	4	46-3-85-4-105.
11.	Meter Reader.	1	46-3-85-4-105.
12.	Store-Keeper.	1	75-5-140-10-150.
13.	Peons.	3	30-1/2-35.
14.	Fuseman.	2	40-1-50.
15.	Mazdoors.	10	30-1/2-35.
16.	Pump Attendent.	1	40-1-50.
17.	Black-smith.	1	45-1-50-2-70.
18.	Turner.	1	55-3-85-4-105.
19.	Workshop Mazdoor.	1	30-1/2-35.
20.	Watchmen.	2	30-1/2-35.
21.	Store-Mazdoor.	1	30-1/2-35.
22.	Sweeper.	1	30-1/2-35.
		40	

VSD/26.11.53

Letter.

No.ANG 2052 E.

Public Works Department,
Bombay Castle (Bombay No.1),
26th November 1953.

To

The Electrical Engineer to Government.

Subject:- Conversion of work-charged posts on the establishment of the Hubli Electric Supply Undertaking into permanent and pensionable ones.

...

Reference:- Correspondence ending with your letter No.LRM 11/9009, dated the 31st October 1953.

2. The Government of Bombay is pleased to direct that the existing work-charged posts on the establishment of the Hubli Electric Supply Undertaking as shown in the accompanying list ✓ 181 should be converted into permanent and pensionable ones with effect from the date of these orders.

3. The post of the Electrical Supervisor shown at Serial No.1 in the accompanying list should hereafter be designated as Mechanical Supervisor in the same pay-scale.

4. The cost involved should be debited to the head "XLI-Receipts from Electricity Schemes-Deduct working expenses". The expenditure during the current year should be met out of

an .....

an advance of Rs. 15,000/- from the Contingency Fund. Necessary supplementary demand to recoup the advance will be obtained at the next Session of the Legislative Assembly.

By order and in the name of the Governor of Bombay,

26/11/53

G. H. Godse,
Deputy Secretary to the Government of Bombay,
Public Works Department.

q/c 4 pps

D.A.-List.

Copy forwarded to -

the Finance Department,
the Development Department,
the Chief Engineer, Public Works Department (Irriga-tion),
the Chief Engineer, Public Works Department (Roads and Buildings),
the Accountant General, Bombay (through the Finance Department),
the Executive Engineer, Bombay Electrical Division,

VSD
26.11.53

for information.

No stamp to F.D.

Orders issued ... Finance ... Department ... Note ... can be ...

Dr. N. S. Hardiker
HUBLI

22nd October, 1953.

My dear Shantilal,

Herewith you will find the resolution passed by the Hubli Electric Supply employees Union. It speaks for itself. I do not know what to do in such circum-stances. The said Union has given a notice of a strike which is supposed to begin on the 4th of November. It means trouble to the city. It means trouble to the innumerable consumers of light and power in the city. Diwali begins on the 6th of November. If these employees go on strike, what a havoc it will create! I leave it to you to imagine the situation. You are the authority. You can save the situation. I do not know what troubles you and why you are silent over the matter for such a long time. Mine is only to draw your attention to the happening. I am doing so.

P.A
Pl. put the file
29/10

These employees have been writing to the Government for a long time now. I myself have corres-ponded with the PWD minister and I have drawn his atten-tion in the past. But nothing came out of it. I have spoken to you on telephone sometime back and also written to you regarding the demands of the said union. As the conciliation proceedings have failed, they want the dispute to be referred to arbitration or to any competent authority. This is all they have asked. Why is it not done? You understand the mind of labour better than myself as you have been thick with them for a number of years. Though I am the president of the Karnatak branch of the I.N.T.U.C. I am only a "Nimitta". I advise them and guide them. I do not want a strike at any time. I consider that strikes are the very last weapons to be used. I want arbitration, negotiations, amicable settlements between ourselves and the authorities. Such being the case, I have now to side with the employees as I see that nothing has been and is being done by the authorities concerned, though much time has been wasted in correspondence. Please be kind enough to look into the matter personally and see that the threaten-ed strike is not allowed to mature. What more can I say? Will you write to me a line and say what you wish to do in the matter?

Your brother,

N. S. Hardiker

Shri. Shantilal Shah,
Minister for Labour & Health,
Government of Bombay,
BOMBAY.

3 47

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

The Special General Body meeting of the Hubli Electric Supply Employees' Union was held on 18th and 19th under the Presidentship of Shri. S. B. Devapoor, the Union's President and it was decided to issue a notice of strike for the fulfilment of their demands.

In the resolution moved, it was stated that though the demands were submitted as far back as 29-8-51, conciliation proceedings were held on 9-1-53 after the Union issued its first notice of strike on 22-12-52. The Conciliation proceedings were declared to have failed in respect of the two vital demands (1) Convertion of Work-charged Establishment into a permanent one (iv) Application of the Revised Govt. scales of pay to the entire staff of the Supply from 1-1-1947.

Since the failure of the conciliation proceedings on 24-4-53 several representations were made to the Govt. by the Union both in person and in writing to refer these two points either to adjudication or to arbitration. As no ~~decision~~ decisive reply was received from Govt. in this respect, the Union was forced to issue this notice of strike as a last weapon.

4 188

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

A N N E X E.

Demand No. 2.

"Conversion of Workcharged Establishment to Permanent lishment, and the Employees covered by this conversion to enjoy all the benefits, available to persons belonging to permanent cadre, such as allowances, Provident Fund leave etc. "

Demand No.3.

"All those employees who were in the service of the Hubli Electric Supply, P.W.D., Hubli on or about 1-1-1947, and whose pay scales were fixed in the year 1949 should be placed in the prescribed scales of pay with retrospective effect from 1-1-1947, like other employees of this Supply and their increments etc., should be granted accordingly."

H U B L I.)
)
20-10-1953.)

General Secretary,
The Hubli Electric Supply, P.W.D.
Employees' Union.

FORM VII.

(See Rule 27)

Form of Notice of strike to be given by employee(s) in a public utility service.

Name of the Union.	.. ..	The Hubli Electric Supply Employees Union, Hubli.
Address.	.. .. ..	The Hubli Electric Supply Employees Union, Hubli.

Dated the 20th day of October 1953.

To

The Deputy Engineer,
Hubli Electric Suply, P.W.D.,
Hubli.

Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby give you Notice that I propose to call a strike on 4th November 1953 for the reasons explained in the annexe.

Yours faithfully

S.B. Durgan

PRESIDENT,
The Hubli Electric Supply Employees' Union, Hubli.

Copy to:--

1. The Honourable Minister for Labour Department, Bombay.
2. The Honourable Minister for Public Works Department, Bomb
3. The Secretary to Government, Public Works Department, Bo
4. The Secretary to Government, Labour Department, Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Government, Public Works Depa Bombay.
7. The Executive Engineer, Bombay Electrical Division, Public Works Department, Bombay.
8. The General ~~Secretary~~, I.N.T.U.C. Central Office, New Delh
9. The ~~General Secretary~~ President, I.N.T.U.C., Karnatk Branch, Hubli.
10. The District Magistrate, Dharwar.

THE HUBLI ELECTRIC SUPPLY EMPLOYEES UNION.

A N N E X E.

Whereas the conciliation proceedings have failed the Conciliator has intimated the Govt. accordingly a the Govt. has not referred the dispute to arbitration any competent authority, within six weeks from the da submission of the report of the failure of Conciliati deemed necessary to give this notice.

Out of the four demands made by the Union two were settled during the course of the Conciliation. The fol two demands are still pending settlement. They being v ones, the Union cannot forgo them. They are in the bes rest of workers and hence for the fulfilment of these de the Union has to call on strike, if need be. Before iss this notice, the Union has tried all its ways for their ment by negotiation. Having failed in this, the Union h compelled to issue the notice of strike.

Demand No. 2.

"Conversion of Workcharged Establishment to permanen Establishment, and the Employees covered by this conversi to enjoy all the benefits, available to persons belonging permanent cadre, such as allowances, Provident Fund leave

Demand No.3.

"All those employees who were in the service of th Electric Supply, P.W.D., Hubli on or about 1-1-1947 an pay scales were fixed in the year 1949 should be place prescribed scales of pay with retrospective effect like other employees of this Supply and their increments should be granted accordingly."

H U B L I.)
)
20-10-1953.)

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

To

The Deputy Engineer,
Hubli Electric Supply, P.W.D.,
H U B L I.

Sub:- Dispute between the Hubli Electric Supply P.W.D. and the workmen employed under it.
Demand for adjudication - Notice of strike.

Sir,

...

In continuation of the strike notice issued herewith, I have to state as under:-

The Conciliation proceedings regarding the demands of the Union having finally failed, the usual course left was to refer the matter either to adjudication or to arbitration. Neither you nor the Govt. took any steps in respect uptil now and hence the necessity to issue this notice.

In issuing this notice, the Union has not at all taken a hasty step. This can be seen from the fact that it has made several representations to the concerned authorities even to the Hon'ble ~~Health~~ Ministers of Bombay State, both in writing and in person and I regret to say that they bore no useful effects. Not only that, but the Govt. has not even given a decisive reply. This indifferent attitude of Govt. has created utmost discontent amongst the members of the Union.

The Union has affirmed and is still affirming its faith in the fulfilment of its objects by peaceful means. With this in view, the Union has waited so long for the solution of the deadlock. But now I find that the dead-lock cannot be settled unless a stiffer attitude is taken by the Union. Taking all these facts into consideration, the Union approached the Hon'ble Minister for Labour and Housing Dept. Bombay State, Bombay, giving him one month's time i.e. upto 15th October 1953. This is only one more honest attempt on the part of the Union to settle the matter by peaceful means. Even this has unfortunately failed.

Having no source left, the Union has been driven to issue this notice of strike as a last weapon. Even in doing so, the Union does not feel happy. But at the same time it does not tolerate the unwanted injustice and undue repression on its members. We do realise the inconvenience to be caused to the public as a result of the cession of work, but we are quite helpless. It is for the Govt. also to look to this point.

Looking to all this I wish to impress upon the Govt. that it is they who are compelling the Union to go on strike and hence the responsibility for this unhappy incident completely rests on the Government.

I fervently hope that Govt. will not allow this unfortunate thing to happen and settle the matter amicably either by settling the matter themselves or by referring the same to -- adjudication.

H U B L I.
20th October, 1953.

Yours faithfully,

S. B. Dua

President,
Hubli Electric Supply Employees' Union.

-11 1;5-

The Hubli Electric Supply Employees'Union.

Brief Notes.

I.Complete work charged establishment should be made permanent.

Reasons .

(a) The nature of the duties of the Staff is of permanent nature and not of contract or seasonal work.

(b) The major portion of the staff is in existence since the inception of the Power House and at no time of any year,it has been disbanded.

(c) Due to the reasons mentioned above,the staff is definitely of permanent character and deserves to be treated as such.

(d)
II. Application of revised scales of pay from I.I.1947.

Reasons.

(a) The revised scales were made applicable to all Departments of Government including P.W.Department from I.I.1947.

(b) The Hubli Electric Supply Undertaking was and is under P.W.D. even before 1947,and as such,a part and parcel of the said Department.

(c) As the Concern was and is ru n by Government,it is quite natural that they should get all benefits and facilities of a Government servant, as Justice and Equity require.

(d) The whole staff was paid Interim Relief (T.A.P) like other Govt.servants and they were also paid the two Bonuses like wise. From this,it is evident that Govt.nas treated them on par with their servants and as such,there should be no partiality in applying the revised scales also. T.A.P.and bonuses were paid only to such catagories of workers,whose pay scales were under revision from I.I.1947.

(e) As regards the designations,it was the duty of the Government to effect suitable designations at least in 1946 if not earlie (Immediately after taking over the control of the concern).

(f) The Government took over this concern in May 1944 under Defence of India Rules. Essential Service Ordinance was also made applicable to all.the employees of the Concern. They were not allowed to go out of the Municipal limitd without permission.During these years these skilled workers had many good offers on higher salaries from outside,but they had to forego all

all this on account of the above mentioned rules.They have thus served in the concern under such dire circumstances.To deny them ~~not~~ the benefits of the revised scales for which they are entitled is a great injustice. Representations were also then made apprising the Government of these facts. These affected are all old skilled hands who have put in ~~£~~ 12 to 27 years of service in this Undertaking. Due to revision and applicability of same to these people from I.I.1947, their increments also were kept in abeyance.

(g) This staff of the Hubli Electric Supply Undertaking is under the Rule making control of the Governor of Bombay.(Rule 10(2) of Revised Pay Rules)

(h) Lastly,regarding the finance, it is an industrial concern and ~~an~~ the expenditure involved in the above two demands,is least burdensome to Government,when compared with the income derived from this concern, which is also in the increasing trend year ~~by~~ after year.

The Hubli Electric Supply Employees' Union(P,W,D,)Hubli

Points to be discussed regarding the demands of the Union before the Conciliation which will be held on 9th January 1953 at 3,30 P,M,at Municipal Hall,Hubli.

I,Recognition of the Union.

This Power House being maintained by the Government,it is advantageous for the Union of the Employees therein to be recognised by the respective department,to make way for direct negotiation with the employer regarding the smooth working of the concern,and general welfare and safety of the members of the staff in the day to day administration.Moreover,this was necessiated by the non-compliance with some of our grievance which were made after the registration of the Union,by the department,only with the reason that the Union is not recognised.Thenwhen we applied for the re-cognistion,of the Union,they sent us a copy of the model rules suitable for judicial depart.to adopt for our union which was quite contrary to the Principles of an Industrial Union like ours.Hence, no action is taken as yet in the way of recognition,even after series of correspondence since a year or so.By this,a long stand-ing demands of the Union could not be settled early,which brought us to this stage.

2, Conversion of Work charged Establishment into a permanent esta-blishment.

This Power house was taken over by Government in the year 1944 Before that,the members of the staff many of whom are still work-ing here in the most pitiable state of affairs getting a paultry sum for the maintenance of themselves and their families,and they had no security of service all the workers looked with ardent hope while the Govenment took over the Power House. But to their ill-luck even after eight years since Government took over charge, still,they are in the same unsecured conditions,without any bene-fit of a bonafide Government servant. The reasons are the exeuse that may be put forth by the Department is that this concern being still in litigation and is kept under work charged establishment. But the workers,by whose efforts this concern is fetching a good amount of income are not at all responsible for the litigatio They must get what they need and deserve. They have to demand the same thing to the Employers whoever may be in the status of an

an employer, As Government servants, the employees are not getting the admissible house rent allowance, they are unable to get the benefit of pension, provident fund, accumulative earned leave etc. The reason may obviously be put forth that this is under Work-charged establishment. Certainly, it is not the fault of the workers. They should not be put to the loss of these benefits, as they are working actually under a permanent Government department. Hence, it is necessary to convert this Undertaking into a permanent establihsment of Government,

3. Fixation of pay scales and grant of difference of arrears:-

Even after the Government took over the charge of this Power house in the year 1944, the conditions of the employees did not improve satisfactorily. They were compelled to work hard under the Essential Service Act in their same old distress. There was no fixed scale of pay to any member of the staff till 1948, when G.R.No.6567/ 33-I dated 15.1.1948 was issued revising the pay scales of Govt. servants of all the departments. The same G.R. was applied to this Power House also. But here, some sort of unnecessary complications were created by changing old designations and nature of their work of many of their employees by which fixation of pay-scales to them was much delayed, i.e. nearly for 2 years, which was unwanted and illogical on the part of the Government. After some changes, another G.R.No. 6919/36 dated 23.12.49, was issued announcing the changed statement. The most injustice and a severe shock was thrown upon the employees was that it was made applicable from the date of latter G.R. instead of from the date which was mentioned in the previous G.R. i.e. from I,1,47. If the latter G.R. had to be issued sanctioning the changed statement, what was the necessity to make such unwanted changes, in the designations etc., from the previous statements? Even after such changes were made, what was the objection for fixing the scales from I,1,1947 and why it is made. The innocent employees cannot tolerate to bear the loss which is sheerly the result ofdepartmental red tape. When there is a clear order that the pay-scales of all the Government servants should be fixed uniformly with effect from I-1-1947, nothing can obstruct these employees from getting their scales with effect from I-1-1947. Otherwise it would be a sort of discrimination amongst the Government servants which would be very unpleasent..

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Out of these distressed persons some got the scales from 23-I-2-1949 and others got with effect from 1-7-1949. The latter although their designations and nature of their work were of a permanent type, were their salaries on daily wages system even after Govt took over this Power House before the pay-scales were applied. Government, after taking over charge of the power house should have fixed their salaries on monthly basis, as the very nature of therir work shows that it is of permanent type. Hence, it is not the fault of these employees that they cannot be given the benefit from I. I. 1947, as they were on daily wages. So when the pay-scales were applied uniformly to all the staff there ought to have been no discri mination of any kind regarding this. Moreover responsiblity of the whole staff is greatly increased by the installation of more new engines in the Power house. Hence, naturally, the members of the staff should be kept well contended in that proportion.

4. Decasualisation of Certain Labourers:-

Some of the labourers of the Power House are still working here for years together on daily wages. Though theyare taken up to cope-up with the increased extra work, the nature of their works seems to be of a permanent ~~xxkuxx~~ type. And it is impracti cable to keep such workers on daily wages for a longer time like this. They ought to get the benefit of monthly rated category, as long as permanent type of work is taken by them. Moreover, the work in this establishment seems to be increasing day by day, with increased distribution of energy. Hence these workers who are already in service and have some experience should also be given the bemefit of salary of monthly rated category.

I.

List of Members who have got benefit of Revision of Pay Scales from 1-1-47

Sl No.	Names of Employees	Date of appointment	Designation before revision	Salary before revision	Designation after revision	Salary after revision	Remarks
1	P.B. Halikeri.	1942	Clerk	29-32	Clerk	46-3-85-4-105.	Got the arrears
2	P.M Padolkar	1947.	"	30	"	"	"
3	L.D Gujjar.	1940	Cashelerk	36	Cashier	75-5-140-10-150	"
4	M P Kulkarni.	1934	Draftsman.	27	Tracer.	46-3-85	"
5.	N B Pathak	1946	Cooly	0-7-0 P.D	Peon	30-½-35	"

II

List of members who are newly appointed on revised scales

1.	D.G Degaonkar	1949	Cooly	0-7-0 P.D	Peon	30-½-35.
2	N H Shirhatti	1949	Meter Reader cum meter Tester	46 3-85.	Meter Reader	46-3-85
3	G K Dixit	1950	S.B. op.	52-3-85	S.B. op	52-3-85
4	S L Kulkarni	1951	Store-keeper	70-5-150	Store-keeper	70-5-150.
5	P Anand	1951	Clerk	55-3-85-4-105	Clerk	55-3-85
6	B Hanmantrao.	1949	—do—	—do—	—do—	—do—
7.	R K Narayan	1951	Peon.	30-½-35	Peon	30-½-35
8	C S Naik	1950	Elec. Sup.	100-12-208-12-352	Elec Sup	100 12-208-12-310-460.
9	H M Hanlapur	1949.	Eng Cooly	1-8-0 P.D	Fireman	30-½-35
10.	S J Kadam.	1950	Fireman	40-1-50	Fireman	40-1-50.

II

List of the Staff members in the Distribution Department of the Hubli Elec Supply. PWD Hubli

S No	Names of the Employees	Date of appointment	Designation before revision	Salary before revision	Designation after revision	Salary after revision	Remarks
1	K G Belläri	1926	Hd. Lineman	32-00 P M	Lineman	52-3-85 P M	
2.	B L Ramdurg	1932	S B Operator	24-80 "	S B operator	40-1 50.	got 52-3-85 after Passing 2nd W.M.E
3	M P Kulkarni	1934	Draftsman	27-00 "	Tracer	46-3-85	
4.	K J Ratnam.	1934	Cable jointer	33-00 "	Elec Fitter	55-3-85	
5	R Y Barkale	1937	S B operator	22-8-0 "	S B operator	40-1-50	got 52-3-85 after Passing 2nd W M E
6	B N Belliappa	1941	Line-Ins	41-0-0 "	Line Foreman	80-4-100-5-150.	
7.	M T Shiggaon	1941	Cooly	0-10-0 P D	Mazdoor.	30-½-35	This Scale revised in 1951
8.	Rama Talwar	1941	Stove-Cooly	0-8-0 "	— Do —	— Do —	
9	A U Gokak	1944	Cooly	0-10-0 "	— Do —	— Do —	
10	R C Pawar	1945	— Do —	0-10-0 "	Pump Attendant	40-1-50	
11.	N. L Yakkundi	1947	— Do —	1-0-0 "	Mazdoor	30-½-35	
12	N G Illapur	1948	— Do —	0-10-0 "	— Do —	— Do —	
13	H R Ayachit-	1948	Wireman	27-0-0 P M	Wireman	55-3-85	
14.	N H Shirkhare	1949	—	—	Meter Reader	46-3-85	appointed on revised Scale
15	A T Bajentri	1949	Line Cooly	1-4-0 P D	Line-cooly	30-½-35	
16	Holappa Hanlapur	1949	Cooly	1-8-0 P D	Mazdoor	— Do —	
17	S. J. Kadam.	1950	—	—	Fuseman	40-1-50	
18	G K Dixit-	1950	—	—	S B. operator	52-3-85	
19	C S Naik	1950	—	—	Elec Sup.	100-12-208-EB 350-EB 12-460	
20	H N Walchhetti	1950	—	—	Watchman	30-½-35	

Showing the Revision of Scales
from 25-12-49

	Name of employee	Date of appointment	Designation before revision	Scale before revision	Designation after revision	Salary after revision	Remarks
1	[illegible]	1938	Head Clerk	47-5-0	Sr Clerk	92-8-140	
	[illegible]	1941	Line-Inspr	41-0-0	Line Foreman	80-4-120-5-150	
	[illegible]	1946	Mech Engr	135-0-0	Mech Asst	150-10-270	Declined
4	[illegible]	1929	Eng Driver	82-0-0	Elec Mech	92-4-100-5-120	-do-
5	[illegible]	1947	-do-	-do-	-do-	-do-	-do-
6	R [illegible]	1933	Eng Fitter	24-8-0	Elec Fitter	55-3-85	-do-
7	S [illegible]	1943	Asst Eng Driver	31-0-0	Eng Driver	60-4-100	(55-3-85) -do-
	[illegible]	1941	-do-	20-8-0	-do-	-do-	-do-
9	[illegible]	1937	-do-	21-8-0	-do-	-do-	-do-
10	[illegible]	1937	-do-	24-8-0	-do-	-do-	-do-
11	[illegible]	1932	Sr Boiler	24-8-0	Sr Boiler	60-1-80	[illegible]
12	[illegible]	1937	-do-	22-8-0	-do-	-do-	
13	K J [illegible]	1934	Cable Jointer	33-0-0	Jr Fitter	55-3-85	[illegible]
14	[illegible]	1948	Wireman	21-0-0	Wireman		
15	[illegible]	1928	Asst Eng Driver	24-8-0	Fireman	1-10-0 Per Day	
16	[illegible]	1926	Fireman	21-8-0	Wireman	55-345	[illegible]
17	[illegible]	[illegible]	Lineman	33-0-0	Wireman	52-0-0	Left Service in 1948
18	[illegible]	1947	Sr Insp	30-0-0	Sr Insp	60-0-0	-do-

The above mentioned are due for difference of arrears from 1-1-1947

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List of Members whose pay scales were fixed from 1-7-49 being changed from daily wages

No	Name of the Employees	Date of appointment	Designation before Revision	Salary before revision	Designation after Revision	Salary after revision	Remarks
1	Sh H B Waddar	1933	Eng Coolie	0-13-0 PD	Oilman	40-1-50-2-70 PM	To be paid in the Scale of Eng Coolies from 1-7-49
2	" H B Pujari	1944	—do—	—do—	—do—	—do—	
3	W C Goni	1945	—do—	0-10-0 PD	—do—	—do—	
4	" P K Chavan	1945	Blacksmith	1-4-0 PD	Blacksmith	115-1-50	
5	" R M Nikkam	1944	Mechanic	1-8-0 PD	Turner	55-3-85	
6	R C Powar	1945	Coolie	0-10-0 PD	Pump Attendant	40-1-50	To be paid Coolie Scale
7	K S Bellary	1948	—do—	1-0-0 "	Mazdoor	30-½-35	
8	N G Hlapur	1948	—do—	0-10-0 "	—do—	—do—	
9	M T Shiggon	1941	—do—	0-10-0 "	—do—	—do—	
10	M N Walchhelly	1950	—do—	30-½-35	—do—	—do—	
11	A M Mubbukoli	1938	Eng Coolie	0-13-0 PD	Oilman	40-1-50-2-70	As in S No
12	Smt Shamnava Bhanga	1944	Sweeper	0-7-0 "	Sweeper	30-½-35	
13	Sh A U Gokak	1944	Coolie	0-10-0 "	Mazdoor	—do—	
14	N G Reddy	1943	"	1-0-0 "	Eng Mazdoor	—do—	
15	S F Bankal	1947	"	0-10-0 "	Watchman	—do—	
16	" N L Jakkannavar	1947	"	1-0-0 "	Mazdoor	—do—	
17	" R M Talwar	1941	Store Coolie	0-8-0 "	Store Mazdoor	—do—	
18	B B Chelleri	1929	Eng Coolie	0-15-0 "	Eng Fitter	55-3-85	As S No 1
19	" A D Byali	1945	"	0-7-0 "	Eng Mazdoor	30-½-35	
20	A T Bajentri	1949	Line Coolie	1-4-0	Line Coolie	—do—	
21	" L A Mane	1946	W. Ship Coolie	1-4-0 "	W Ship Coolie	"	
22	" John Jacob	1950	"	1-4-0	"	"	
23	Sh Sadappa Bagodi	1948	Line-Coolie	1-4-0	Eng Coolie	"	

The above members are due for fixation from 1-1-49

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List of the Staff in the clerical department of the Hubli Electric Supply, P.W.D. Hubli.

S.No	Name of the Employees	Date of appointment	Designation before revision	Salary before revision	Designation after revision	Salary after revision	Remarks
1	Shri S.R Hulkoji	1938	Head clerk	Rs 47-0-0 P M	Senior Clerk	92-8-140	PM
2	" L D Gujjar	1940	Cash Clerk	36-0-0 P M	Cashier.	75-5-140-10-150	PM
3	" P B Halerkari	1942	Clerk	32-0-0 PM	clerk.	55-3-85	PM
4	" N B Pathak	1946	Coolie	0-7-0 P.D	Peon	30-½-35	
5	" P M Padoshi	1947	Clerk	30-0-0 P M	Clerk.	55-3-85	
6	" D G Degonkar	1949.	Cooley	0-7-0 P.D	Peon	30-½-35.	
7	" B Hanmant-Rao	1949	-	-	clerk	55-3-85	Appointed on Revised Scale.
8	" P Anand.	1951.	—	—	clerk	—do—	"
9.	" R K Niranjan	1951	—	—	Peon	30-½-35	"
10	" S L. Kulkarni	1951.	—	—	Store-Keeper	70-5-100-8-140-10-150.	

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List of Staff members in the Engine Department of the Hubli Electric Supply P.W.D. Hubli

S. No.	Name of Employees	Date of Appointment	Designation	Salary before Gradation	Designation after Gradation	Scales of Pay after Gradation	Remarks
1	Shri B B Chelleri	1929	Engine Cooly	Rs 0-15-0 ~~24-8-0~~ PD	Eng Filler	Rs 55 3-85 PM	
2	" I I Bengeri	—Do—	Eng Driver	82-0-0 PM	Elec Mech	92-4-100-5-120 PM	
3	" H B Waddar	1933	Eng Cooly	0-13-0 PD	oilman	40-1-50	PM
4	" R A Dyamal	—Do—	Eng Filler	24-8-0 PM	Elec Filler	55-3-85	PM
5	" P B Kadam	1937	Asst Eng Driver	21-8-0 PM	Eng Driver	60-4-100	This Scale revised in 1950
6	R N Doddamani	—Do—	—Do—	24-8-0 PM	—Do—	—Do—	—Do—
7	" A M Mirkinkoli	1938	Eng Cooly	0-13-0 PD	oilman	40-1-50-2-70	PM
8	" R Y Jadhav	1941	Asst Eng Driver	24-8-0 PM	Eng Driver	60-4-100	This Scale revised in 1950
9	" Narasimha Reddy	1943	Cooly	1-0-0 PD	Eng Mazdor	30-½-35	PM
10	" S S Purit	1943	Asst Eng Driver	31-0-0 PM	Eng Driver	60-4-100	
11	" H B Poojari	1944	Eng Cooly	0-13-0 PD	oilman	40-1-50	
12	W C Gon	1945	—Do—	0-10-0 PD	—Do—	40-1-50	
13	A D Byali	1945	—Do—	0-7-0 PD	Eng Mazdor	30-½-35	
14	" G Do Kelly	1946	Mech Supervisor	135-0-0 PM	Mech Asst M	150-10-270	PM
15	" F Braganza	1947	Eng Driver	82-0-0 PM	Elec Mech	92-4-100-5-120	PM
16	" Shiddappa Bagodi	1948	Line Cooly	1-4-0 PD	Eng Cooly	30-½-35	PM
17	" K S Bellary	1948	Cooly	1-0-0 PD	Mazdor	—Do—	

List of the Staff members in Machine Shop and General Staff of the Hydro Elec Supply, PWD Hubli

S no	Name of the Employees.	Date of appointment	Designation before revision	Salary before revision	Designation after Revision	Salary after revision	Remarks
1.	Sri R M Nikkam	1944	Machanic	1-8-0 PD	Turner	55-3-85 PM	
2	" P.K Chavan	1945	Blacksmith	1-4-0 PD	Blacksmith	45-1-50 PM	
3	" L N Mane	1946	Workshop Cooly	1-4-0 P.D	W.S Cooly	30-½-35 PM	
4	" John Jacob	1950	Cooly	1-4-0 PD	Mazdoor	30-½-35 PM	
5	Shrimati Hanmava Bhangi	1944	Sweeper	0-7-0 PD	Sweeper	30-½-35 PM	
6	S.F Benkal	1947	Cooly	0-10-0 PD	Watchman	30-½-35 PM	

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(TRUE COPY)

IMMEDIATE.
No.ANG 2052 G.

Public Works Department,
Bombay Castle (Bombay No.I.),
27th October 1953.

From

The Assistant Secretary to the Government
of Bombay, Public Works Department.

To

The President,
Hubli Electric Supply Employees' Union,
HUBLI.

Subject:- Demands of the Hubli Electric Supply Employees' Union.

.....

Sir,

Reference: Your letter dated the 20th October 1953, addressed to the Deputy Engineer, Hubli Electric Supply, Public Works Department, Hubli.

2. I am directed to inform you that at present there are 53 work-charged posts on the establishment of the Hubli Electric Supply Undertaking, Hubli. Out of these, 36 posts are required permanently and Government has accordingly decided to convert these 36 posts into permanent and pensionable ones. The remaining 17 posts held by the persons who are working on the ~~Kuex~~ Power House for running and maintaining the plants are not proposed to be converted into permanent ones as these posts will not be required after the Power from Jog Power House becomes available by ~~July~~ about July 1954. Details of 36 posts are being worked out and final orders will be issued as early as possible.

Yours Faithfully,

Sd/-
Assistant Secretary to the Govt. of
Bombay, Public Works Department.

D.A.-NIL

5.
DDD.
27/X/53.

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The Hubli Electric Supply Employees Union.

(Regd No. 1011. Affiliated to I. N. T. U. C.)

Ref. No. .....

Hubli, 29th Oct. 1953.

31/10

To
Shri.Shantilal Shah,
Hon. Minister for Labour Dept.,
BOMBAY.

Dear Shri.Shah,

I thank you for your kind invitation dated 25-10-53 calling me to Bombay to discuss the demands.

8TS 31/10

Your letter was duely considered by the Managing Committee of the Union, & it was decided to accept your invitation.

In the meanwhile, I am sending herewith a copy of the letter No.ANG.2052 G. dated 27th October 1953 from the Assistant Secretary to Govt. of Bombay, P.W.D., received to-day, with a request that the said Dept. may please be instructed not to take the final decision pending our personal discussion in the matter.

I would also like to convey to you that this letter is contrary to what I understood from your talk with me on the Hubli Platform while you were enroute to Mysore. If I remember right, you told me that the whole work-charged establishment will be converted into permanent establishment.

Encl:I.

Yours Sincerely,

S.B.Dwarg

Re: Hubli Electricity Supply Co.L

Shri Devapur, President, Hubli Electricity Supply Co.,Ltd.,Shri Kittur, General Secretary of theI.N.T.U.C.~~(Karnat~~ (Karnatak), Shri Sikhare, General Secretary of the Hubli Electricity Union, met me yesterday. I have explained to them the difficulty in making permanent 17 persons employed in the production department.

Shri Devapur has given me brief notes. I have not gone through the same as they deal with the merits of the case. Secy.,P.W.D. might go through the same and if there is any particular injustice, he may set it right. I do not know whether the union will now launch a strike, but if it does, the P.W.D. may be prepared to meet it.

4/11/53

Secy.,P.W.D,

Submitted with reference to the M.(Lab.)'s minute above.

2. The Union has requested that the complete w.c. estabt. should be made for the following reasons :-

(a) The nature of the duties of the staff is of ~~the~~ nature and not of contract or seasonal work.

(b) The major portion of the staff is in existence since the inspection of the Power House and at no time of any year it has been disbanded.

(c) .....

(c) Due to the reasons mentioned above, the staff is definitely of pt. character and deserves to be treated as such.

3. There are at present 53 w.c. posts on the estabt. of the Hubli El.Supply Undertaking. It has been decided that out of these 53 posts, 36 posts should be converted into pt. and pensionable ones. This decision was taken on the basis of the El.Engr's report wherein he had stated that 17 posts held by the persons, who are working on the Power House for running and maintaining the plants, will not be required after the power from Jog Power House becomes available by about July 1954. The El.Engr. has subsequently stated that these 17 posts include 4 posts of porters on daily muster roll and will be retrenched automatically when Grid supply is recd. Thus out of 53 posts on w.c. estabt., 13 posts will be surplus when power from Jog becomes available and the remaining 40 will be required to be converted into pt. ones. Perusal in this connection is requested of the O.N., dated the 2-11-53 ~~on the linked file No.ANG 2052~~ and the Secy's note thereon. The Secy. has remarked, that we should adhere to what is decided and make no innovations at this stage. Thus only 36 posts are to be made pt. for the present. The El.Engr. has since reported which 4 posts should be dropped for the present, vide his letter attached to the linked file. These four posts, in addition to 36 posts, can also be made pt. after consulting the F.D. bringing the total no. of permanent posts to 40 out of 53 w.c. posts.

x 4/ 173-174

B

Perusal is requested of the orders at p.132 of file ~~No.ANG~~ No.ANG 2052 put up as a linked case. Since the staff likely to be required permanently is to be made pt., the 13 posts, which will not be required

after .....

after power from Jog power House is made available as reported by the El.Engr., cannot be made pt. Their question may, however, be further examined after the power from Jog is actually made available, that is after July 1954. If this is approved, the President of the Union may be informed accordingly.

A

S.S.
9/11/53

9-11-53

Secy.

M.(Lab)

A must wait till EPC has decided the case. In deciding it, B may take note of the linked file. Electrical Engineer confuses the position by initially adding the 13 work-charged persons the 4 posts of muster roll persons. It seems actually only 13 workcharged persons out of 53 are surplus. Hence 40 persons will be made permanent.

9/11

CC

Secy FD

EPC

M/Lab

M PWD

C.S.

May be approved.

13/11

14/11

MFD

14/11

Secy. FD.

19/11

Secy. PWD.

17-11-53

20/11

22/11

M Lab

M PWD

25/11/53

25/11

22)

Is concurrence of E.P.C. required?

11/11

Finance Department. V

Submitted with reference to Secy.'s query dt. 11.11.53.

2. The proposal is for converting the existing work charged posts on the establishment of the Hubli Electric Supply Undertaking into permanent ones. According to para.74(c) the conversion of posts sanctioned for a temporary period into permanent ones is treated as new item of service. In view of this the expdre. involved in the P.W.D. proposal is an expdre. on new service. It has been stated that extra cost involved in the proposal is Rs.7,200 p.a. recurrent. Since the expdre. is on new service it will initally have to be met out of advance from the contingency fund. In the above circumstances it is necessary to obtain the approval of the E.P.C.

12/11

3. Incidentally it may be mentioned that ordinarily the present proposal should have been put up as new item of expenditure for 1954-55. However it appears that as the proposal is urgent it is necessary to sanction it during the course of this year in anticipation of L.A's approval. It is presumed that expdre. during the current year will be met from the current year's sanctioned grants by means of re-appropriations under the major head 'XLI-Receipts from Electricity Schemes'. If so the expdre. involved in the proposal may be brought to the notice of the L.A. by means of a token supply. demand during the next February - March Session of the Legislature. Since the withdrawal from the

Contingency Fund is involved ~~that~~ the P.W.D. may be requested to follow the procedure laid in the Contingency Fund Rules (printed as annexure 'A' to G.C. F.D. No.8202/33-V dt. 29.8.1953). Accordingly before the orders are issued the P.W.D. may forward to this Deptt. the application (in triplicate) for advance ~~for~~ from the Contingency Fund as laid down in Rule 2(2) of the above Rules. This may be done after the E.P.C. has approved the proposal.

11-11-53
12/11/53

12/11/53

D S(B)

Secy.

A suitable note
Secy will have to be recorded
on the file when it is received
back from M.F.D.

12/11

13.V
12 a m
13/

PWD
13/11

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION,
HUBLI.

Bombay, 12th November 1953.

Shri Shantilal H. Shah,
Minister for Labour,
Bombay State,
Bombay.

Subject:- Hubli Electric Supply Employees' Union, Hubli.
Dispute between the Hubli Electric Supply (P.W.D.) & the workers employed under it.

SH below is correct - the second group's case deserves to be re-considered
SH
12/11

Dear Sir,

We thank you for the kind interview you granted to us on the 3rd instant. During the course of the said interview you enquired of us as to how such a long retrospective effect could be given and also asked us to point out a single case, wherein such long retrospective effect has been awarded by the Industrial Tribunal. In this connection I beg to state that retrospective effect may or may not be given, depending upon the circumstances of each case in the case of fresh demand. However, ours is not a fresh demand. For, we have no dispute regarding the pay scale fixed by the Government for these employees, but our request is only that they should be made applicable uniformly to all the employees of the Hubli Electric Supply from one and the same date.

Ex 'B'

It may be noted here that according to the recommendations of the Pay Commission, the Government of Bombay under its Order G.R.F.D.No.6567/33-I dated 15-1-1948 revised the pay scales of all its employees and they were mad applicable to all persons, who are under the rule-making control of Governor of Bombay under rule 10(2) of the said G.R. In pursuance of these orders, revised pay scales were made applicable to the employees of the Hubli Electric Supply also. In applying the revised scales to these employees no uniformity was followed by the P.W.D. Revised scales were made applicable from 1-1-1947 only to such of

(contd

the employees, whose designations talied with those mentioned in the said G.R. Regarding others, a proposal was submitted to Government regarding the change of their old designations so as to correspond to new ones as stated in the G.R. quoted above and fixed their scales appropriate to their new designations with effect from 1-1-1947. In respect of these members, no corresponding scales existed for their old designations and therefore new designations were proposed to fit in with their actual work and the scales proposed were in actual existence in the Electrical Department and Electric Grid.

A

The proposal regarding the change of designations was approved by Government under G.R. No.6919/36 dated 23-12-1949. Even at this stage, the idea of giving effect to the revised scales from a separate date and not from 1-1-1947, to such members, whose designations were changed with a view to standardisation of designations according to the nature of work or duties, was nowhere seen.

The pay of the first group of workers, i.e. workers for whom corresponding scales according to designations existed, was fixed in the revised scales from 1-1-1947 and the payment of arrears etc. was actually made in the beginning of 1950. Curiously enough, the second group of workers i.e. those whose designations were changed at the end of 1949, were not paid the arrears along with the formers. They were paid much later. Only at this stage, these people were informed that the revised scales were made applicable to them from 23-12-1949, the date of the G.R. approving the change of the designations.

It may also be noted that the correspondence regarding the change of designations was started by the Hubli Office right from the beginning. It was the Government which took so much time in deciding the proper designations for each member for whom no proper designations formerly existed.

(Contd

We, therefore, fail to understand why only one group of workers should suffer because their proper designations were decided later by Government. To penalise a servant for no fault of his is surely not justifiable and I am sure that you will agree with me in this respect. One and the same G.R. cannot, in fitness of things, be made applicable from different date to the employees of one and the same office. This is what has actually happened in the case of employees of the Hubli Electric Supply. The revised scales were made applicable to some of the employees of the Hubli Electric Supply from 1-1-1947, to some from 1-7-1949 and to some from 23-12-1949. We, therefore, request that Government should reconsider its decision and give the same retrospective effect to these newly classified members, as is given to those, who were already properly classified.

Looking to the facts mentioned above, we are sure that justice is in our favour and as such we request to Government to reconsider its decision as stated in the previous paragraph. In case the Government does not see eye to eye with us, we at least request that this matter be referred to adjudication.

Thanking you,

Yours faithfully,

S.B. Kusagur

President,
HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION. HUBLI.

ANG 2
133769
P.W.D

GBr.

Submitted with ref. to M. (Labour)'s minutes within.

SLW 17/11/53

(Thro EBr)

x for further orders

17/11 DS. EB

The main papers are under submission to the Secy., FD since 10-11-53. Their return may be awaited. This will be resubmitted as soon as the main papers become available.

Asst 17-11-53

DS 18/11/53

To EBr. Hyd

18/11/53. (25/11/53)

Chief Secy. 26/11

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI.

Hubli, 21st Nov.1953.

To

Shri.Shantilal H.Shah,
Minister for Labour,
Bombay State, Bombay.

Subject:- Hubli Electric Supply Employees' Union, Hubli.
Dispute between the Hubli Electric Supply(P.W.D.)
and the workers employed under it.

Sir,

In continuation of my letter dated 12-11-1953, I have the honour to state as follows:-

In the said letter, I have placed before you at length, about one aspect of the case - payment of Revised Scales with retrospective effect. Now I would like to deal with the second aspect of the case i.e. conversion of work-charged establishment into a permanent one.

There are in all 53 workers under the Hubli Electric Supply, who have been placed so far on work-charged Establishment. Though the work they were doing was and is of permanent nature, these posts have not been converted into permanent ones. This has led them to suspect about their security of service etc. Several representations were made to the Government to consider this subject but with no effect. Then the Union placed this demand before the Government along with other demands and issued a strike notice, in case all their demands are not fulfilled, within a stipulated period.

To this, I was informed by the Asstt.Secretary to the Government of Bombay P.W. that out of these 53 posts, 36 are required permanently, which I learnt subsequently has been raised to 40, and hence they will be converted into permanent ones. The remaining 17 or 13 as the case may be, cannot be made permanent, as their services will not be required after the power from Jog Power House becomes available by about July 1954.

These persons are working on the production section i.e. on running and maintaining the plants. Some of them are working there since the inception of the Hubli Power House. To drive them out at this stage, just because their services will not, in future, be required, cannot, I am sure, stand to justice and equity. Besides, many of them are skilled and useful workers and it would not be difficult for Bombay Government to absorb them in some other Departments, if not in this Power House. To create distinction between one and the same staff does not also appear to be reasonable.

These workers, who are now to be discharged, had good offeres during the war but they were not allowed to go out under the Essential Services Act. To quote an instance, one Shri.Goni was appointed in the Local Railway Workshop but he was brought back with police force and was made to work in this Power House. This being the case, it is very regrettable to note, that the Government of Bombay has now come

come forward to retrench the services of such employees, who have so far sincerely served the Hubli Citizens, on the only plea that they will not be required in future.

Under the circumstances, I request you to please consider this question once again and do justice to the workers. In case you think that this question cannot be settled by Government, it may at least be referred to adjudication, so that the workers can have an opportunity to prove their case.

Thanking you,

Yours faithfully,

S. B. Edwards

President,
Hubli Electric Supply Employees' Union
H u b l i.

come forward to retrench the services of such employees, who have so far sincerely served the Hubli Citizens, on the only plea that they will not be required in future.

Under the circumstances, I request you to please consider this question once again and do justice to the workers. In case you think that this question cannot be settled by Government, it may at least be referred to adjudication, so that the workers can have an opportunity to prove their case.

Thanking you,

Yours faithfully,

S. B. Kewaps

President,
Hubli Electric Supply Employees' Union
H u b l i.

+ 7-11

Recd 21/10.

FORM VII.
(See Rule 27).

Form of Notice of strike to be given by employee(s) in a public utility service.

Name of the Union. . . . . The Hubli Electric Supply Employees' Union, Hubli.

Address. . . . . The Hubli Electric Supply Employees' Union, Hubli.

Dated the 20th day of October 1953.

To
The Deputy Engineer,
Hubli Electric Supply, P.W.D.,
Hubli.

Sir,

In accordance with the provisions contained in Sub-Section (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby give you Notice that I propose to call a strike on 4th November 1953 for the reasons explained in the annexe.

Yours faithfully,

S.B. Dwarkanath

PRESIDENT,
The Hubli Electric Supply
Employees's Union, Hubli.

Secy P.W.D. to discuss
22/10/53

22/10/53

Done
23/10

Copy to:-

1. The Honourable Minister for Labour Department, Bombay.
2. The Honourable Minister for Public Works Department, Bombay
3. The Secretary to Government, Public Works Department, Bombay
4. The Secretary to Government, Labour Department, Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Government, Public Works Department, Bombay.
7. The Executive Engineer, Bombay Electrical Division, Public Works Department, Bombay.
8. The General Secretary, I.N.T.U.C., Central Office, New Delh
9. The ~~General Secretary~~ President, I.N.T.U.C. Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

ATR 2952/23283
21-10-53

~~3~~ 2113

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

A N N E X E.

Whereas the conciliation proceedings have failed and the Conciliator has intimated the Govt. accordingly and since the Govt. has not referred the dispute to arbitration or to any competent authority, within six weeks from the date of the submission of the report of the failure of Conciliation, it is deemed necessary to give this notice.

Out of the four demands made by the Union two were amicably settled during the course of the Conciliation. The following two demands are still pending settlement. They being vital ones, the Union cannot forgo them. They are in the best interest of workers and hence for the fulfilment of these demands, the Union has to call on strike, if need be. Before issuing this notice, the Union has tried all its ways for their settlement by negotiation. Having failed in this, the Union has been compelled to issue the notice of strike.

Demand No.2.

"Conversion of Workcharged Establishment to Permanent Establishment, and the Employees covered by this conversion to enjoy all the benefits, available to persons belonging to permanent cadre, such as allowances, Provident Fund leave etc."

Demand No.3.

"All those employees who were in the service of the Hubli Electric Supply, P.W.D., Hubli on or about 1-1-1947, and whose pay scales were fixed in the year 1949 should be placed in the prescribed scales of pay with retrospective effect from 1-1-1947 like other employees of this supply and their increments etc.. should be granted accordingly."

H U B L I.)
)
20-10-1953.)

5-245

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

To

The Deputy Engineer,
Hubli Electric Supply, P.W.D.,
H U B L I.

Sub:- Dispute between the Hubli Electric Supply P.W.D. and the workmen employed under it.
Demand for adjudication - Notice of strike.

Sir,

In continuation of the strike notice issued herewith, I have to state as under:-

The Conciliation proceedings regarding the demands of the Union having finally failed, the usual course left was to refer the matter either to adjudication or to arbitration. Neither you nor the Govt. took any steps in respect uptil now and hence the necessity to issue this notice.

In issuing this notice, the Union has not at all taken a hasty step. This can be seen from the fact that it has made several representations to the concerned authorities even to the Hon'ble Ministers of Bombay State, both in writing and in person and I regret to say that they bore no useful effects. Not only that, but the Govt. has not even given a decisive reply. This indifferent attitude of Govt. has created utmost discontent -- amongst the members of the Union.

The Union has affirmed and is still affirming its -- faith in the fulfilment of its objects by peaceful means. With this in view, the Union has waited so long for the solution of the deadlock. But now I find that the dead-lock cannot be settled unless a stiffer attitude is taken by the Union. Taking all these facts into consideration, the Union approached the Hon'ble Minister for Labour and Housing Dept. Bombay State, Bombay, giving him one month's time i.e. upto 15th October 1953. This is only one more honest attempt on the part of the Union to settle the matter by peaceful means. Even this has unfortunately failed.

Having no source left, the Union has been driven to issue this notice of strike as a last weapon. Even in doing so, the Union does not feel happy. But at the same it does not -- tolerate the unwanted injustice and undue repression on its -- members. We do realise the inconvenience to be caused to the public as a result of the cession of work, but we are quite helpless. It is for the Govt. also to look to this point.

Looking to all these I wish to impress upon the Govt. that it is they who are compelling the Union to go on strike and hence the responsibility for this unhappy incident completely rests on the Government.

I fervently hope that Govt. will not allow this unfortunate thing to happen and settle the matter amicably either by settling the matter themselves or by referring the same to --- adjudication.

H U B L I.
20th October, 1953.

Yours faithfully,

S. B. Durgan

President,
Hubli Electric Suppliers' Union,

ANG 2052

Immediate

P.W.D.

The whole case has been noted upon in detail and submitted to Minister (Labour) as directed by him. Minister (Labour) was considering his advice in the matter. The acceptance of adjudication on any of the demands in dispute would depend on the advice of Minister (Labour). Meanwhile, the above call for strike has been given notice of. The strike date is fixed on 4th November next. Minister (Labour) had an intention of advising Shri Devapur not to precipitate matters. Secretary, D.D., may kindly expedite the necessary advice to Shri Devapur not to precipitate matters and may also obtain Minister (Labour)'s advice on the main file and pass it on to P.W.D. to facilitate early action in P.W.D.

A

Secy.D.D. with ref to A. above.
The Minister for Labour may please see.

24/x.

Pl. see o.m. of today's date in the linked file I (No. 2375/48-H) The pps. may be submitted to M. (Lab.) along with that file.

P. W. D.
File No. ANG 2052
Serial No. 12987

31/10 U.O.R.-6 P.W.D. 4-11-53

9.24

THE HUBLI ELECTRIC SUPPLY EMPLOYEES UNION
HUBLI

Hubli, 1st November 1953.

To,

The Deputy Engineer,
The Hubli Electric Supply,
P.W.D.Hubli

Subject:- Dispute between the Hubli Electric Supply P.W.D. and the workmen employed under it.

Demand for adjudication - Notice of Strike.

Sir,

The Notice of strike was issued as it was found that there was no other alternative for the settlement of the dispute.

But now, the Honourable Minister for Labour, Bombay State, Bombay, who is also eager for a peaceful settlement, has intervened and has called me to Bombay for discussions. To give him a chance for his sincere efforts, the date of strike is extended for two weeks upto 18-11-53, for the present.

Yours faithfully,

S.B.Dwarg

President,
Hubli Electric Supply Employees Union, Hubli.

Copy to:-

1. The Honourable Minister for Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D. Bombay State, Bombay.
3. The Secretary to Government, P.W.D.B.S. Bombay.
4. The Secretary to Government, Labour Dept. Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Govt. P.W.D. Bombay
7. The Executive Engineer, Bombay Elec. Dn., P.W.D. Bombay.
8. The General Secretary, I.N.T.U.C. Central Office, New Delhi
9. The President, I.N.T.U.C. Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

Secy. 4/11/53

4/11

250

W. D.
ANG. 2052

130758

-257- H

ANQ 2052
130758.
PWD

GIR.

Submitted with ref. to this Secy's note? dated the 23/10/53.

2. Hubli El. Supply Employees Union had represented to Govt. certain grievances of the employees of the Hubli El. Supply Undertaking. Some of their grievances have been settled. One of their grievance was that the employees of the Hubli El. Supply Undertaking who are at present borne on work charged establishment should be made permanent. The question of converting ~~36~~ 40 posts out of the 53 posts on work charged establishment into permanent ones is under the active consideration of Govt and

necy. orders in the matter will be issued as early as possible.

3. In this connection please see 'A' of the Secy's note dated the 23/10/53. The D.I. in its letter No 2375/48-H, dated the 28/10/53 has advised the President of the Union that the question of referring the dispute between the Hubli El. Supply Undertaking and the workmen employed under it for adjudication under the Industrial Disputes Act 1947 is under the consideration of Govt. and hence the workmen should requested not to precipitate the matters by resorting to strike or any other overt action

4. The President of the Union in his letter dt 9 within has stated that the date of the strike is extended by two weeks ie up to 18/11/53.

253 ~~19~~

ANG2052
13/9/58

to the present—

(Thro' E.A.)

shw
10/11/53

11-11-53.

12/11
DS (I/C) 12/11/53

RECD. BY THE MINISTER FOR PUBLIC WORKS DEPTT.
on 16/11/53
Ackd. on Copy:
Passed on to Secy. P.W.D. Deptt.
on 18/11/53

235

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION,
HUBLI.

Bombay, 13th November 1953.

The Deputy Engineer,
The Hubli Electric Supply,
P.W.D., HUBLI.

Subject:- Dispute between the Hubli Electric Supply P.W.D. and the workers employed under it.
Demand for adjudication - Notice of Strike.

Sir,

Further to our letter dated 1st November 1953, regarding the above subject, we have to inform you that the discussion with the Honourable Minister for Labour, Bombay is still going on and pending outcome of further discussions, the date of strike is extended for two weeks upto 1st December 1953.

Yours faithfully,

S. B. Swamy

President,
THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI.

Secy P.W.D.
18/11/53

Copy to:-

1. The Honourable Minister for Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D., Bombay State, Bombay.
3. The Secretary to Government, P.W.D., B.S., Bombay.
4. The Secretary to Government, Labour Dept., Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Govt., P.W.D., Bombay.
7. The Executive Engineer Bombay Electrical Divn., P.W.D., Bombay.
8. The General Secretary, INTUC, Central Office, New Delhi.
9. The President, I.N.T.U.C., Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

257

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION,
HUBLI.

Bombay, 13th November 1953.

The Deputy Engineer,
The Hubli Electric Supply,
P.W.D., HUBLI.

Subject:- Dispute between the Hubli Electric Supply P.W.D. and the workers employed under it.
Demand for adjudication -
Notice of Strike.

Sir,

Further to our letter dated 1st November 1953, regarding the above subject, we have to inform you that the discussion with the Honourable Minister for Labour, Bombay is still going on and pending outcome of further discussions, the date of strike is extended for two weeks upto 1st December 1953.

Yours faithfully,

S. B. Iswamy

President,
THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI.

Copy to:-

1. The Honourable Minister for Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D., Bombay State, Bombay.
3. The Secretary to Government, P.W.D., B.S., Bombay.
4. The Secretary to Government, Labour Dept., Bombay.
5. The Commissioner of Labour, Bombay.
6. The Electrical Engineer to Govt., P.W.D., Bombay.
7. The Executive Engineer Bombay Electrical Divn., P.W.D., Bombay.
8. The General Secretary, INTUC, Central Office, New Delhi.
9. The President, I.N.T.U.C., Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

25

5

ANG 2052
13/10/58
PIND

GBr

MANG 2052/130/58
Submitted to E Br
& D.S. on 11/11/53

Main papers containing the reference quoted by the President, The Kubli Electric Supply Employee Union, Kubli, wherein the date of the strike was fixed on 18/11/53 are under submission separately.

In his present reference, the President has stated that pending outcome of further discussions with M(in (Labour) the date of strike is extended for two weeks up to 1/12/53. Further developments in the matter may be awaited. These papers will be attached to the main papers on their return

(Thro' E Br)

Kiran 21/11/53
57153.

DS. 26/11/53

To E Br

11/53

ANG 2052
137596

P. W. D.

E Br.

Orders regarding conversion of 40 work-charged posts out of 53 of the Hubli Electric Supply Undertaking into permanent and pensionable ones have since been issued, vide Government Letter No.ANG 2052 E, dated the 26th November 1953. Please see letter from the President, Hubli Electric Supply Employees' Union, at pp. 237-239 ante. In this letter the President has requested that the remaining 13 persons whose services will not be required after the power from Jog Power House becomes available by about July 1954, may be absorbed in some other Department if not in this Power House.

2. Perusal in this connection is requested of the O.N. dated the 9th November 1953 at pp. 223-225 ante approved by Government. It is proposed that the question of these 13 persons may be further examined after the Power from Jog is actually made available, i.e. after July 1954. It may be stated in this connection that last year some staff, both clerical and technical, has been retrenched from the office of the Controller of Iron and Steel and Cement. This staff has been held eligible for alternative employment and general orders in this connection have since been issued by the P.& S.D. in its Resolution No.AEM 1153, dated the 18th November 1953. Similar ~~such~~ action may be taken in respect of the Hubli staff if it is finally decided to retrench it after the power from Jog power house is made available. If approved, the President may be informed that the question of absorbing the remaining Hubli staff which has not been made permanent will be considered after the power from Jog is actually made available and in the event of their retrenchment.

3. Please also see the President's letter at pp. 229-235 ante and the Minister (Labour)'s minute dated the 12th November 1953. The President has once again raised the question of giving retrospective effect from 1st January 1947 to the pay scales sanctioned in G.R., P.W.D., No. 6919/36, dated the 23rd December 1949. The President's main argument is that some of the work-charged persons at the Hubli Electric Supply Undertaking, whose designations corresponded to the posts in the P.W.D., got the benefit of revised pay scale issued in G.R.,F.D. No.6567/33-I, dated the 15th January 1948, with effect from the 1st January 1947. While the others whose designation was different and subsequently changed in Government Resolution, Public Works Department No.6919/36, dated the 23rd December 1949, got the benefit of the revised scales from 23rd December 1949. The reason for different treatment to the work-charged establishment at the same place is that in accordance with the orders issued in para.7 of G.R., P.W.D. No.6919/36-IX, dated the 1st April 1949, the B.C.R.(Revision of Pay) Rules, 1948, automatically apply to the members of the work-charged establishment for whom corresponding scales for temporary and permanent estabt. exist. In the case of those work-charged persons, whose designations were different and accordingly in whose cases no corresponding pay-scales existed on the permanent and temporary establishment, could not get the benefit of B.C.S.(Revision of Pay) Rules, 1948 with effect from.1st January 1947. The question of changing the designations of the work-charged staff at Hubli was taken up so as to correspond with the designation of Government servants under this Department. The designations were accordingly changed and revised pay scales as existed for the corresponding posts of this Government were made applicable to them, vide Govt. Resolution, P.W.D. No.6919/36, dated the 23rd December 1949. The date from which the revised

pay.....

pay-scales come into effect has not been specifically stated in the Goverrment Resolution. It implies the orders are given effect to from the date of the G.R. viz. 23rd December 1949. However, on a representation from the Union to give retrospective effect from 1st January 1947 to the revised pay-scales, this Deptt. had proposed to ~~accord~~ accord to the Union's request in the peculiar circumstances of the case. The F.D. did not, however, agree with this Department on the grounds that retrospective effect cannot be given to revised pays under Rule 333-A of the Financial Rules of Govt. An exception was, however, made in the case of general revision in which case effect was given to revised scales from 1-1-1947 because of the promise given by Government that whatever be the date of revision of pay-scales, it would have effect from 1-1-1947. It has also been argued by the F.D. that since the staff was on the work-charged establishment no such guarantee could be given to such establishment. Besides it has been pointed out by that Department that even in the case of regular employees, whose pay scales were not revised in the general revision, they are given the benefit of the revised scales from the date of the orders and not allowed to draw arrears, vide para.3 of A.S., F.D's note, dated the 14th February 1953 agreed to by the D.S., F.D. The Union's request was negatived. It is for consideration whether in the circumstances mentioned above, the Union's request to give retrospective effect may again be negatived or the F.D. may be requested to reconsider and agree to this Department proposal to give retrospective effect from 1st January 1947. The extra cost involved in the proposal is approximately Rs.19,000/-.

4. The Union has stated that in case Government is unable to grant ~~xxxxx~~ retrospective effect to the revised scales, the matter may be referred to adjudication.

5. In their letter dated the 13th November 1953, the Union have stated that the date of strike is extended ~~for two weeks~~ upto the 1st December 1953

Thro' G Br.

F.D. may be reconsider as at A on the last page. B would depend on F.D's decision and M Labour's advice.

F.D. regrets that it cannot agree to retrospective effect. This is the principle we have followed in other cases.

265 Office of M LSG & Coop.

This file got mixed up with the papers of M LSG & Coop when he had been to M (PW.D) yesterday in the evening.

The file, which is disposed of by M P.W.D is therefore forwarded to Secy P.W.D as per M's directions.

Sd/-
31/8/11

Secy P.W.D.
3/11/15

267

The Hubli Electric Supply Employees Union,

(Regd No. 1011. Affiliated to I. N. T. U. C.)

R.f. No. ...../ Hubli, 25th November 1953.

To

The Honourable Minister for Labour Department,
Bombay State, Bombay.

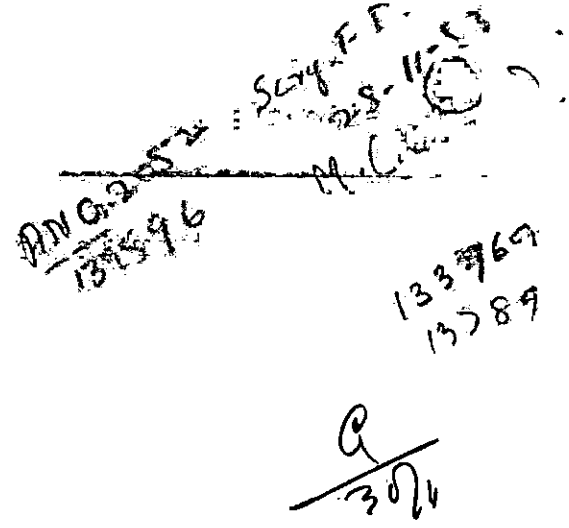
Sub:- Dispute between the Hubli Electric Supply, P.W.D., and the Workmen under it.---- Demands of the Union

Sir

I have the honour to invite your attention to our President's letters dated 12-11-'53 and 21-11-1953, and request you to please settle the case at an early date.

The matter is pending since a long time and hence the request. In case it were to take a long time, I may Please be informed the probable time you may require for final settlement. On hearing from you, I have to place the matter before the meeting of the Union to consider whether the notice of strike already extended should be withdrawn or should be further extended. It is now extended upto 1-12-'53 and hence, early reply from you is awaited.

Yours Faithfully,
N.H. Shirhatti
General Secretary,
H.E.S.E.Union, Hubli.



269

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION
HUBLI

Hubli, 29th November 1953.

To

The Deputy Engineer,
The Hubli Electric Supply, P.W.D.,
Hubli.

Subject: Dispute between the Hubli Electric Supply P.W.D., and the workers employed under it. Demand for adjudication- Notice of Strike.

Sir,

The date of strike was extended upto 1-12-53 in my letter dated 15-11-53.

From my personal discussion with Labour Minister and Public Works Department Minister Bombay State, Bombay, I find that both of them are sympathetic about our demands and both are trying to settle the same amicably and peacefully. The Labour Minister has even expressed that it would take some time.

As a mode of good-will, the Union thought it proper to - - with-draw the strike notice so as to give the Government some more time which is needed to consider and arrive at a settle-ment. Hence the strike notice has hereby with-drawn.

Hope that such a contingency necessitating the re-issue of the said notice will not arise.

Yours faithfully,

S. B. Ramaya

President.
THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION
HUBLI.

Copy to :-

1. The Honourable Minister of Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D. Bombay State Bombay.
3. The Secretary to Government P.W.D. Bombay State, Bombay.
4. The Secretary to Government Labour Department, B.S. Bombay.
5. The Commissioner of Labour Bombay.
6. The Electrical Engineer to Govt. P.W.D. Bombay.
7. The Executive Engineer, Bombay Elec. Dn. P.W.D. Bombay.
8. The General Secretary INTUC, Central Offices New-Delhi.
9. The President, I.N.T.U.C' Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

271

2/12/53

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION
HUBLI.

Hubli. 28th November 1953.

Secy. P.W.D
2/12/53

To

The Deputy Engineer,
The Hubli Electric Supply, P.W.D.,
Hubli.

Subject: Dispute between the Hubli Electric Supply P.W.D., and the workers employed under it. Demand for adjudication- Notice of Strike.

Sir,

The date of strike was extended upto 1-12-53 in my letter dated 13-11-53.

From my personal discussion with Labour Minister and Public Works Department Minister Bombay State, Bombay, I find that both of them are sympathetic about our demands and both are trying to settle the same amicably and peacefully. The Labour Minister has even expressed that it would take some time.

As a mode of good-will, the Union thought it proper to -- with-draw the strike notice so as to give the Government some more time which is needed to consider and arrive at a settle-ment. Hence the strike notice has hereby with-drawn.

Secy P.W.D
2/12/53

Hope that such a contingency necessitating the re-issue of the said notice will not arise.

Yours faithfully,

S. B. [illegible]

President.
THE HUBLI ELECTRIC SUPPLY EMPLOYEES'UNION
HUBLI.

1/12

Copy to :-

1. The Honourable Minister of Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D. Bombay State Bombay.
3. The Secretary to Government P.W.D. Bombay State, Bombay.
4. The Secretary to Government Labour Department, B.S. Bombay.
5. The Commissioner of Labour Bombay.
6. The Electrical Engineer to Govt. P.W.D. Bombay.
7. The Executive Engineer, Bombay Elec. Dn. P.W.D. Bombay.
8. The General Secretary INTUC, Central Offices New-Delhi.
9. The President, I.N.T.U.C' Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.

2/12/53

ANG 2052/141756

P. W. D.
'G'

Submitted with reference to Secy's marginal note dated the 27-11-53 in pencil on p.267 ante.

x-p.264. 2. The main papers are arranged within.

3. The Hubli Elect. Supply Employees Union had made the following requests :-

(1) Recognition of the Union.

(2) Decasualisation of labour.

(3) Conversion of work-charged posts into permanent ones.

(4) Fixation of pay of certain work-charged persons with retrospective effect i.e. giving retrospective effect from 1st January 1947 to the pay scales mentioned in G.R., P.W.D., No.6919 dated the 23-12-49.

x Step C in file 6919/36-XVI

4. As regards the first request the question is under the consideration of Govt. in the D.D. and the P.& S.D. and the papers on the subject are at present u/ u.o.r. to those Deptts.

D file of NC/2052

5. Regarding the 2nd and 4th requests it may be stated that they have already been considered and negatived vide G.L. No.ANG 2052 F-I, dated the 1-4-53 and the office note under-lying it. The Asson. has not represented the request afresh again.

p53-54 p51-52

6. Regarding the third request it may be stated that in G.L. No.ANG 2052 E, dated the 26-11-53 orders have been issued converting 40 posts on work-charged establishment of the Hubli Elect. Supply Undertaking into permanent.

p151-153

7. The President of the Union in his letters dated 12-11-53 and 21-11-53 has repeated the request at S.No.4 and has made the following two requests :-

A/ p229-233 p237-239

(a) 13 persons, whose services will not be required after the Power from Jog Power House becomes available by about July 1954 may be absorbed in some other Deptt. if not in this Power House.

(2) .....

L referred to in his present letter under disposal

(b) In case Govt. is unable to grant request at S.No.4 above the matter may be referred to the adjudication

8. Requests at S.No.4 of para.3 and at S.Nos.(a) and (b) of para.7 above are dealt with in the O.N. dated the 27-11-53. p261-264.

In respect of request at A, it will be seen from Secy., F.D's note p264 dated 29-11-53 concurred in by Secy., D.D., M(Labour) and M.(P.W.D.) that the request is not to be ~~granted~~ negatived again

No orders regarding request at (b) have been given. The papers are therefore resubmitted for orders on request at (1) of the Union. - p 221

9. In this connection it may be stated that the Union has since withdrawn the strike notice. In view thereof, it does not seem necessary to give a reply to the ~~Secy.~~ General Secy. of the Union, with reference to his letter dated 25-11-53. p267 at this stage

(Thro' E Bn)

☒ note Premier's letter of 28/11/53 at p271 ante

7-12-53 2 S.S. 7/12/53 & note thereon p261-

DS 9/12

Secy. F.

Secy (Edn) 9.XII

M (Labour) XII/53

M (P.W.D.)

RW 12/53

9/12/53

(b) is a hypothetical demand & action cannot be agreed to. No reply to the Union now seems necessary till the Union writes again.

DS 9/12

14/12/53

DS 15/12/53

IMMEDIATE

+ 2375

No. 2375/48-H,
Development Department,
Secretariat (Annexe), Fort,
Bombay, 28th October 1953.

From

The Assistant Secretary to the Government of Bombay,
Development Department.

To

The President,
Hubli Electric Supply Employees' Union,
Hubli.

Subject:- Dispute between the Hubli Electric Supply, Public Works Department and the workmen employed under it.

Sir,

I am directed to refer to the strike notice dated the 20th October 1953 served by you on the Deputy Engineer, Hubli Electric Supply, Public Works Department, in connection with the above dispute and to state that the question of referring the dispute for adjudication under the Industrial Disputes Act, 1947 is under the active consideration of Government. You will be informed as soon as a decision is taken. In the meanwhile, I am to suggest that the workmen be advised not to precipitate matters by resorting to strike or any other overt action.

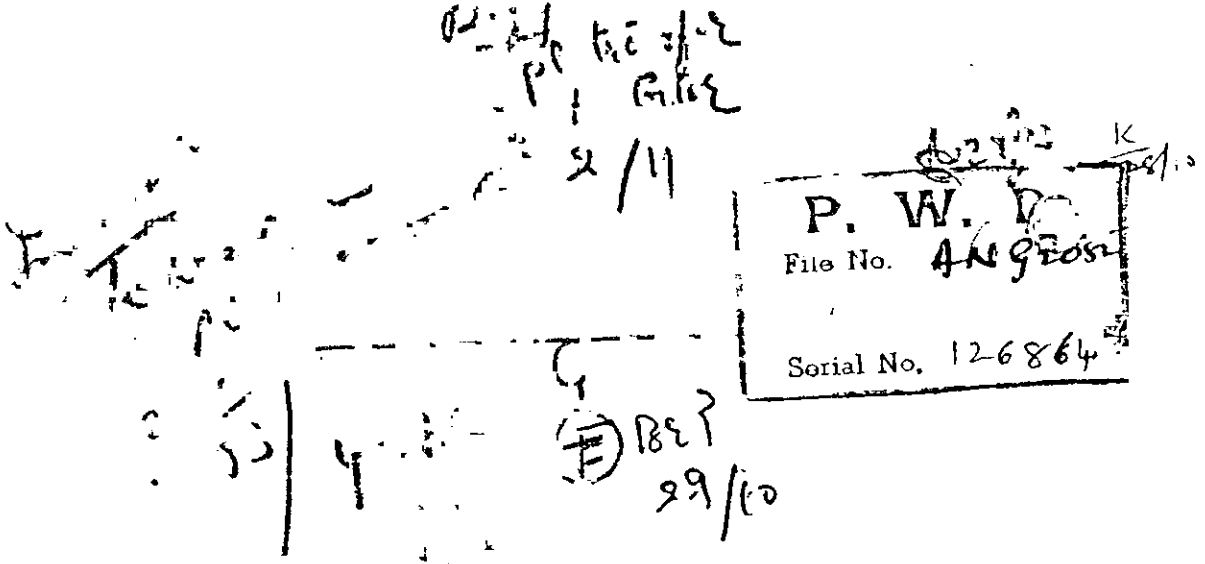
Yours faithfully,

Assistant Secretary to the Government of Bombay
Development Department.

M/- 28.10.

Copy...

Copy forwarded to the Public Works Department for information.



₹ 277/

ANG 2052
126864
PWD

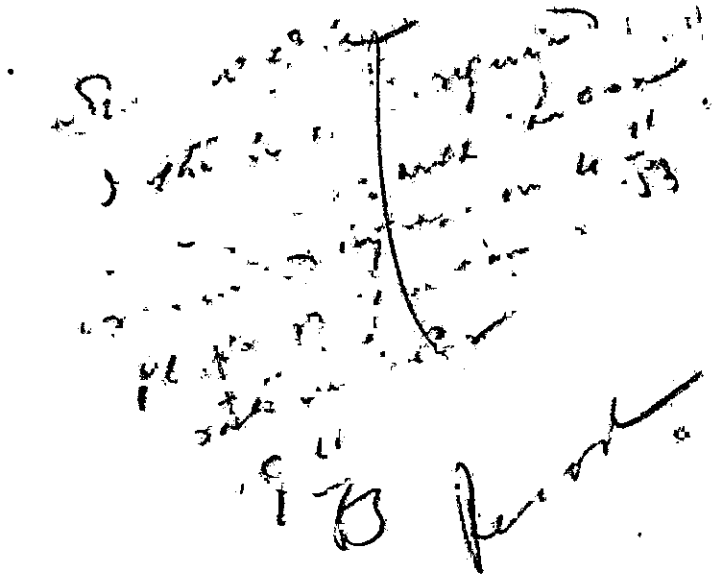
GM.

Submitted for info:

SKW
3/11/22

Secy.

4/11



1 2 7

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION
HUBLI.

Hubli, 28th November 1953.

To

The Deputy Engineer,
The Hubli Electric Supply, P.W.D.,
Hubli.

Subject: Dispute between the Hubli Electric Supply P.W.D., and the workers employed under it. Demand for adjudication - Notice of Strike.

Sir,

The date of strike was extended upto 1-12-53 in my letter dated 13-11-53.

From my personal discussion with Labour Minister & Public Works Department Minister Bombay State, Bombay, I find that both of them are sympathetic about our demands and both are trying to settle the same amicably and peacefully. The Labour Minister has even expressed that it would take some time.

As a mode of good-will, the Union thought it proper to - - with-draw the strike notice so as to give the Government some more time which is needed to consider and arrive at a settle--ment. Hence the strike notice has hereby with-drawn.

Hope that such a contingency necessitating the re-issue of the said notice will not arise.

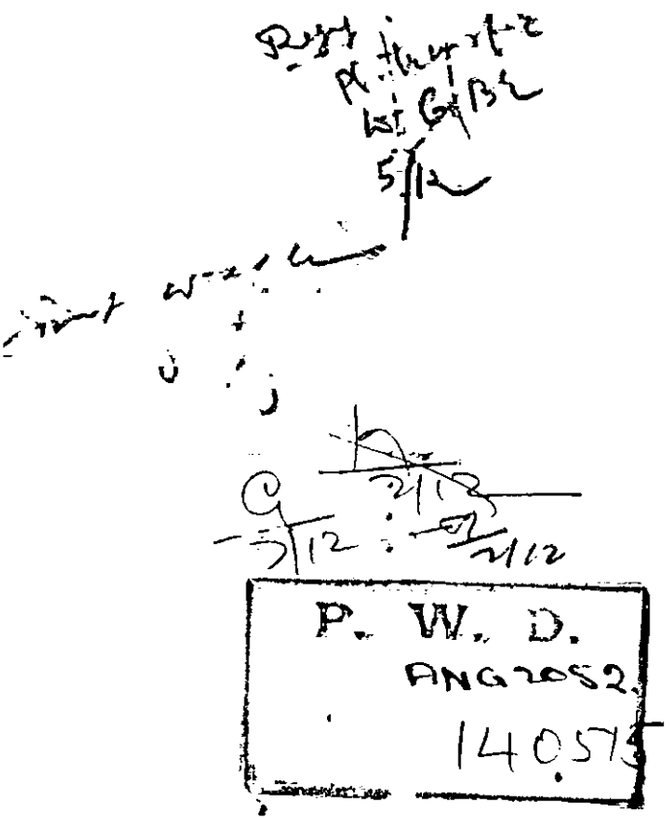
Yours faithfully,

S B [illegible]

President.
THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNIO
HUBLI.

Copy to :-

1. The Honourable Minister of Labour, Bombay State, Bombay.
2. The Honourable Minister for P.W.D. Bombay State Bombay.
3. The Secretary to Government P.W.D. Bombay State, Bombay.
4. The Secretary to Government Labour Department, B.S. Bombay.
5. The Commissioner of Labour Bombay.
6. The Electrical Engineer to Govt. P.W.D. Bombay.
7. The Executive Engineer, Bombay Elec. Dn. P.W.D. Bombay.
8. The General Secretary INTUC, Central Offices New-Delhi.
9. The President, I.N.T.U.C. Karnatak Branch, Hubli.
10. The District Magistrate, Dharwar.


P. W. D.
ANG2052.
140575

3.281 ANG 2052

140515

P.W.D

GR'd

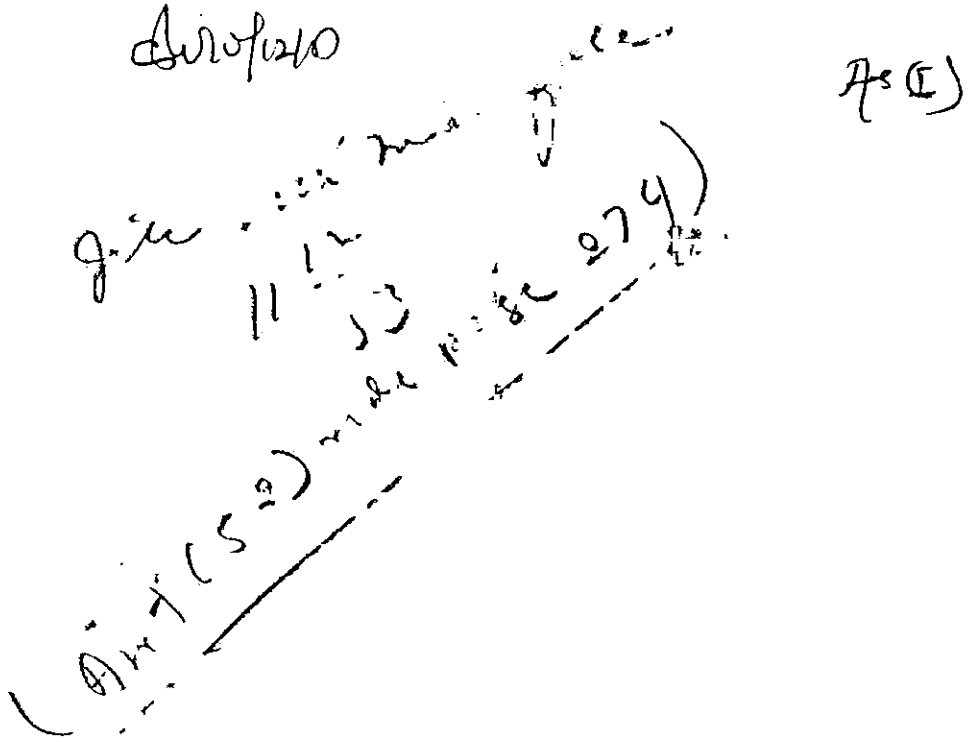
Submitted for info.

2. Copies of the President's letter within addressed to M (Labour) and M (P.W.D) have been already received in this Deptt and dealt with separately in the main file (NO ANG 2052) which is at present under submission. No action is therefore called for on these papers

x to Secy (HD)
M (Labour) & M (PWD) today

now which may be kept with 282
the main file.

9/12/53



As (I)

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION.

283

Hubli.
Dated. 11-1-'54.

To

The Hon. Minister for Labour & Health,
Bombay State, Bombay.

14/1
54 PWD
14/1

Sub:- Dispute between the Hubli Electric Supply, P.W.D., and the Workmen Employed under it.-- -- Demand for Adjudication--Notice of Strike.

My Dear Shri. Shah,

I would like to invite your attention to your letter dated 30-11-1953, and to state that the strike notice has already been withdrawn under my letter dated 26-11-'53. It seems that both the letters have crossed each other.

Sec 2 P.W.D. 8/1 14/1

I do admit that it may take some time for Government to come to a decision; but my only desire is that it should not take a longer time than what is necessary, and I hope you will agree with me in this respect.

5/1/54

It is nearly three months since I submitted my appeal to you. Will you please let me know How far the matter has progressed?

Thanking you,

Yours Faithfully,

S. B. Dwyer

PRESIDENT.

ANG 2053/6817

P.W.D.
"G"

Submitted.

2. These papers relate to the grievances of the Hubli Electrical Supply Employees' Union. In his letter dated 28-12-53 the President of the Union had withdrawn the strike notice previously given by him. The President has now enquired (p283) the action taken by Govt. on the grievances of the employees.

3. The following requests of the Union are still outstanding:- (p237-239)

(1) Absorption of 13 persons whose services will not be required after the power from Jog Power House becomes available by about July 1954 in some other Deptt., if not in Hubli Power House.

(2) Giving retrospective effect (p225-233) from 1st Jan. 1947 to the pay scales mentioned in G.R. No. P.W.D. No. 6919/36, dated 23-12-49.

(Ⓨ Slip 'A' in file 6919/36 -XVI)

If the request at S. Nos 2 above is not agreed to (× p229-233) then the Union has requested that it should be allowed to refer the matter of the Union to adjudication. The above three requests have been dealt with in the O.Ns. (p261-264) dated 27-11-53 and dated (p273-274) 7-12-53. It has been decided in these O.Ns. to negative the above requests of the Union.

4. In view of Secy.'s orders (p274) dated 8-12-53 ~~concerned~~ concurred in by M(Labour) & M (P.W.D.) that the Union is not to be replied to till the Union writes again. The decision of Govt. that the Union's requests are not to be agreed to, has therefore not been communicated.

5. As the President of the Union (p283) now requests Govt. to inform him of the action taken by Govt. on the grievances of the employees, it is for orders whether the Union may be informed that the above requests of

A

the .....

A | the Union cannot be agreed to .

SLW
29/1/54

Thro' E Br.

?

May be done as at A-11
after office with
Mrs/1/54

Addl/D.S. YGK.
22-1-54.

Secy.

VNP
28/1

Sri Wadia
28/1

AN(G)20(52)/6817

P.M.D.

GBr

Resubmitted with the necy.
draft- for approval.

(Thro' EBr).

SLW
1/2/54

Hms/54
2/2/54

Addls.

1/2/54

ANG2053
6817.

P.W.D.

No. ANG20 53-G. B-C (Bkay No.)

dt. 4th Feby. 53.

To

The President,

Hubli Elect Supply Employees
Union,
Hubli

Sub:- Dispute between the Hubli Electric Supply, P.W.D and the workmen employed under it.

Sir,

With ref. to your letter dated 11/1/53 addressed to the Min for Labour and Health, on the subject noted above, I am directed to inform you that the following requests made by the Hubli Elect. Supply Employees Union, you, cannot, it is regretted be granted:—

(1) Absorption of 13 persons whose services will not be required after the power from Jog Power House becomes available by about July 53 in some other Deptt. if not—

in Hubli Power House.

(2) Giving retrospective effect from 1st Jan'47 to the pay scales mentioned in G.R.No.P.W.D. 6919/36, dated 23/12/49.

(3) To allow the Union to refer the matter to adjudication

×Sl.No. A' file 6919/36 fp229-33

Yours faithfully

DA: Nil.

Sec. to Govt. P.W.D.

Copy forwarded for info to:—

The D.D.

The Elect. Engr. to Govt

283

No.ANG 2052 G.

Public Works Department,
Bombay Castle (Bombay No. 1),
4th February 1954.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Hubli Electric Supply Employees' Union,
Hubli.

Subject:-Dispute between the Hubli Electric Supply, Public Works Department and the workmen employed under it.

Sir,

With reference to your letter dated 11th January 1954 addressed to the Minister for Labour and Health, on the subject noted above, I am directed to inform you that the following requests made by the Hubli Electric Supply Employees' Union, cannot, it is regretted, be granted:-

(1) Absorption of 13 persons whose services will not be required after the power from Jog Power House becomes available by about July 1954 in some other Department, if not in Hubli Power House;

(2) Giving retrospective effect from 1st January 1947 to the pay scales mentioned in Government Resolution Public Works Department No.6919/36, dated 23rd December 1949;

OR

(3) To allow the Union to refer the matter to adjudication.

Yours faithfully,

Assistant Secretary to the Government of Bombay, Public Works Department.

D.A:-Nil.

Copy forwarded for information to -

the Development Department,
the Electrical Engineer to Government.

7
VA/4/2/54.

ISSUED
Date 5.2.....

291

The Hubli Electric Supply Employees' Union,

(Regd No. 1011. Affiliated to I. N. T. U. C.)

Ref. No. .....

Hubli, 4th Feb. 1954.

To

The Secretary to Government,
Public Works Department,
Bombay State, Bombay.

Sub:- Dispute between the Hubli Ele. Supply, P.W.D.
And the Workmen employeed Under it--------
-- Conversion of Workcharged into Permanent Estt.--
Ref:- Your letter during the last week of Oct. '53.

Sir,

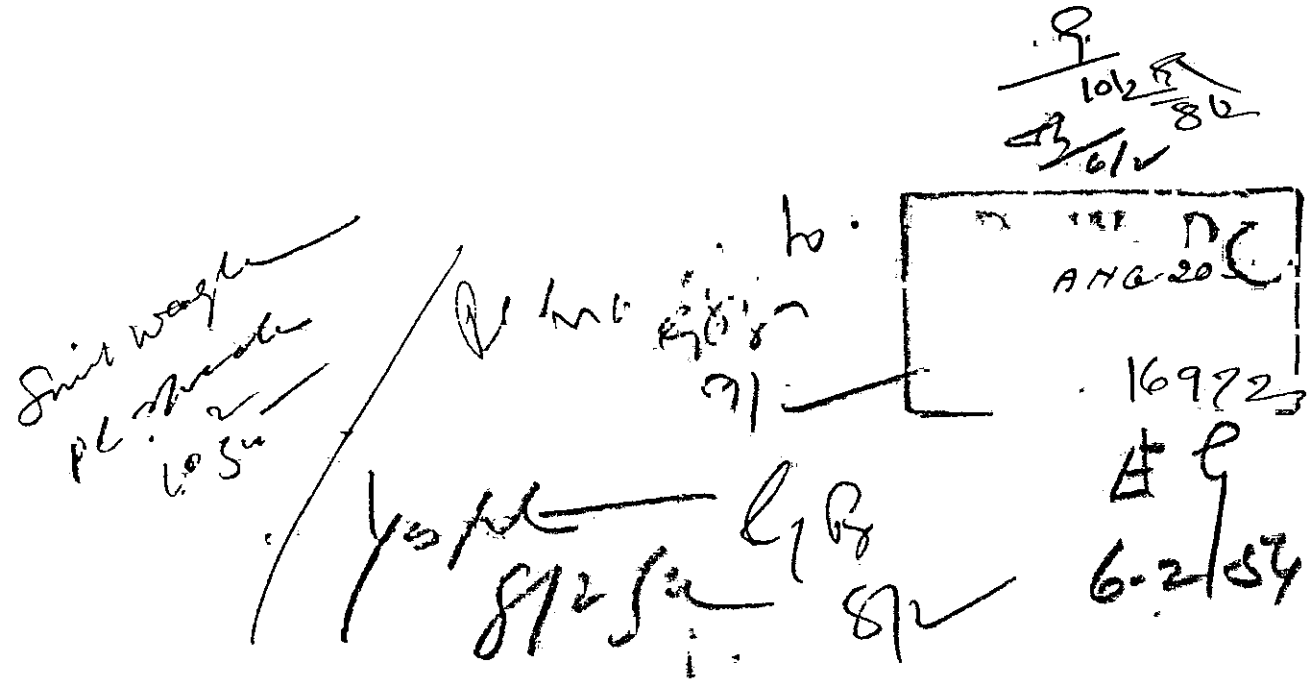
With reference to your above letter intimating the Government's decision regarding the conversion of some of the posts of the W.C. Establishment into Permanent establishment, I would like to know whether the above decision has been finallised. If so, I request you to send a copy of the Government Resolution to its effect, if there is any, for our information.

Thanking you,

Yours Faithfully,

Vice-President.

Copy forwarded with compliments to the Secretary to Govt.,
Development Department,
Bombay State, Bombay.



ANG 2052
16972
PWD

GR.

Submitted

2. The President, Hubli Electric Supply Employees' Union has requested (p 291) for a copy of Gr. No. ANG 2052-E, dated (p 183) 26/11/53, wherein this Deptt has issued orders regarding conversion of the 40 posts* of the work charged establishment of the Hubli Elec. Supply Undertaking into permanent and pensionable ones with effect from 26/11/53.

* as mentioned on p 181 ante

In this respect it may be stated that it is not usual to supply copies of GRs, Gr etc to the Union unless the orders are in particulars of any use to the Unions. In the present case, the Union was originally informed under Gr. (p 167) No ANG 2052-E

P & S.D 295
D-Br

Pl. see G.C.*, P & S.D, No 1002/46, dt the 17-6-1950. According to this G.C reasonable requests for supply of copies of Govt. orders are to be considered only of such associations of Govt. servants as are recognised by Govt. Although the Hubli Electric Supply Employees Union has not been recognised by Govt. the question of its recognition is being considered by Govt. There appears no objection therefore to its request for supply of copy of the G.L. in question being considered. Approved, the P.W.D may be advised to consider its request in the light of the instructions contained in G.C., P & S.D, No. 1002/46, dt the 17-6-1950.

* copy pasted (Slipped L)

17th
5/3/54

A.S.

[illegible] the circular dt 17.6.50 [illegible] copies of a general nature and the withdrawal is with the person applies for [illegible] copies of such orders shd be complied with. In the present case the person wants a copy of a GO which does not contain any general orders. Hence give

this letter has been
conveyed to it. In view of this
there is no justification for
supplying a copy of the letter to
the Association. It may only
with the approval by W.S. Dms

6.3.54:-

UP® to P.W.D. 8/3/54.

®with FPS

1,i

4913/613

P. W. L.
File No. ANG. 2052
Serial No. 30995

ANG 2052/30995

P.W.(D)
11/3/54

Q12.

Submitted with ref. to
the ON. dated 29.3.54
20/21/xi.

2. The P.W.D. in its foregoing note
has stated that there is no
justification for supplying a copy
of the orders at p.183 ante to the
Association. In view thereof, the
Association may be informed as
per draft put up for approval.

SKW
11/3/54

Asstt. D.S.

ANG 20
3099
P. W.D.
B-C (B'bay)
13 Mar

No. ANG 2052- G.

To

The President,
Hubli Electric Supply
Employees' Union

Sub:— Conversion of the workcharged posts into permanent ones — Supply of a copy of the order in respect of —

Sri,

With ref. to your letter dated the 4/2/56 on the subject noted above, I am directed to inform you that the list of Govt orders contained in Gr. No. ANG 2052- E, dated 26/11/53, regarding conversion of the workcharged posts on the establishment of the Hubli Elect. Supply Undertaking into permanent and pensionable ones, has already been communicated to you in Gr. No. ANG 2052- G. dated 27/10/55

Subsequently 40 posts instead of 36 posts as mentioned in Gr

No ANG 2052-G, dated 27/10/53, were converted into permanent and pensionable ones under G.O. No ANG 2052-G, dated 26/11/53.

2. A copy of G.O. No. ANG 2052-G, dated 26/11/53, cannot, it is regretted be furnished to you.

Nil.

Yours faithfully

D.S. to Govt
P.W.D.

Copy forwarded for info to:—
The P.W.D.
The Fleet Engr. to Govt.

11/3/54

299

No, ANG 2052 G.

Public Works Department,
Bombay Castle(Bombay No.1),
13th March 1954.

From

The Deputy Secretary to the Government of Bombay,
Public Works Department.

To

he President,
Hubli Electric Supply Employees Union.

Subject:- Conversion of the work charged posts into permanent ones- Supply of a copy of the orders in respect of-
.....

Sir,

With reference to your letter dated the 4th February 954 on the subject noted above, I am directed to nform you that the list of Government orders contained n Government Letter No. ANG 2052-E, dated 26th November 953, regarding conversion of the workcharged posts on the stablishment of the Hubli Electric Supply Undertaking nto permanent and pensionable ones, has already been ommunicated to you in Government Letter No. ANG 2052-G, date 7th October 1953. Subsequently 40 posts instead of 36 osts as mentioned in Government Letter No. ANG 052-G-, dated 27th October 1953, were converted into ermanent and pensionable ones, under Government Letter o. ANG 2052-G, dated 26th November 1953.

A copy of Government Letter No. ANG 2052-G, dated 6th November 1953, cannot it is regretted be furnished o you.

Yours faithfully,

13/3/54

O/C 4/3/54

Deputy Secretary to the Government of Bombay,
Public Works Department.

.A.-Nil.

P&S.

Copy forwarded for information to -

the Political and Services Department,
the Electrical Engineer to Government.

13/3

T[illegible] HUBLI ELECTRIC[illegible]

To

The Assistant Secretary to Government of
Public Works Department, Bombay State,
Bombay.

Sub:- Disputes between the Hubli Electric Supply, P
the Workmen employed under it.

Sir,

With reference to your letter No. ANG 2082 G, dated 4/2/1954 on the subject noted above, I regret to say that it is most disappointing to note that the genuine and justified demands of the Sangh have been out right thrown over board.

The Sangh had fully believed that the said demands which are reasonable, will be duly considered by the Government. But the attitude of the Government seems to be keen in persisting rejection every time. The Union is therefore seriously considering, and attempts are being made to find out ways and means to settle this deadlock.

Yours faithfully,

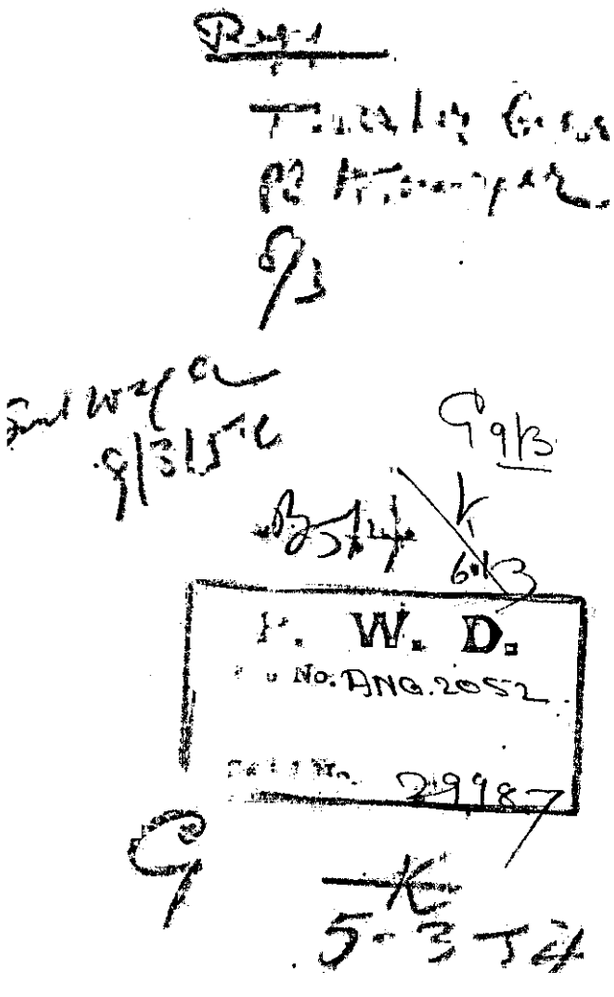
S.B. Dwarkanath

President,
The Hubli Electric Supply Employees
Union, Hubli.

Copy forwarded with compliments to :-

1) The Honourable Minister for Labour and Health, Bombay State, Bombay.

2) The Secretary to the Government of Bombay, Development Department, Bombay.


W. D.
No. ANG. 2052
29987

307

The Hubli Electric Supply Employees' Union,
Hubli.
Dated. 3rd March 1954.

To

The Assistant Secretary to Government of Bombay,
Public Works Department, Bombay State,
Bombay.

Sub:- Disputes between the Hubli Eletric Supply, ..., and the workmen employed under it.

Sir,

With reference to your letter No. ANG 2052 G, dated 4/2/1954 on the subject noted above, I regret to say that it is most disappointing to note that the genuine and justified demands of the Sangh have been out right thrown over-board.

The Sangh had fully believed that the said demands which are reasonable, will be duly considered by the Government. But the attitude of the Government seems to be keen in persisting rejection every time. The Union is therefore seriously considering, and attempts are being made to find out ways and means to settle this deadlock.

Yours faithfully,

S.B. Dwarapudi

President,
The Hubli Electric Supply Employees' Union, Hubli.

Copy forwarded with compliments to :-

1) The Honourable Minister for Labour and Health, Bombay State, Bombay.

2) The Secretary to the Government of Bombay, Development Department, Bombay.

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29987.

P.N.D

GR.

Submitted for info. with ref. to G.h. No. ANG2052 G. dated 4/2/54 (Thro' EB).

x For info

Addl DS

Secy.

For further correspondence pl see file ANG-254/60474